

FCC Form 301
WTRW(FM)
FAC ID No. 164253
July 2008

Exhibit 32 – Attachment 1

Table DP-1. Profile of General Demographic Characteristics: 2000

Geographic area: Glenmore town, Brown County, Wisconsin

[For information on confidentiality protection, nonsampling error, and definitions, see text]

Subject	Number	Percent	Subject	Number	Percent
Total population.....	1,187	100.0	HISPANIC OR LATINO AND RACE		
SEX AND AGE			Total population.....	1,187	100.0
Male.....	609	51.3	Hispanic or Latino (of any race).....	6	0.5
Female.....	578	48.7	Mexican.....	2	0.2
Under 5 years.....	100	8.4	Puerto Rican.....	-	-
5 to 9 years.....	112	9.4	Cuban.....	4	0.3
10 to 14 years.....	100	8.4	Other Hispanic or Latino.....	-	-
15 to 19 years.....	99	8.3	Not Hispanic or Latino.....	1,181	99.5
20 to 24 years.....	66	5.6	White alone.....	1,173	98.8
25 to 34 years.....	153	12.9	RELATIONSHIP		
35 to 44 years.....	212	17.9	Total population.....	1,187	100.0
45 to 54 years.....	176	14.8	In households.....	1,187	100.0
55 to 59 years.....	43	3.6	Householder.....	375	31.6
60 to 64 years.....	28	2.4	Spouse.....	288	24.3
65 to 74 years.....	65	5.5	Child.....	462	38.9
75 to 84 years.....	31	2.6	Own child under 18 years.....	359	30.2
85 years and over.....	2	0.2	Other relatives.....	25	2.1
Median age (years).....	33.1	(X)	Under 18 years.....	9	0.8
18 years and over.....	810	68.2	Nonrelatives.....	37	3.1
Male.....	412	34.7	Unmarried partner.....	18	1.5
Female.....	398	33.5	In group quarters.....	-	-
21 years and over.....	757	63.8	Institutionalized population.....	-	-
62 years and over.....	109	9.2	Noninstitutionalized population.....	-	-
65 years and over.....	98	8.3	HOUSEHOLD BY TYPE		
Male.....	50	4.2	Total households.....	375	100.0
Female.....	48	4.0	Family households (families).....	322	85.9
RACE			With own children under 18 years.....	171	45.6
One race.....	1,184	99.7	Married-couple family.....	288	76.8
White.....	1,179	99.3	With own children under 18 years.....	154	41.1
Black or African American.....	-	-	Female householder, no husband present.....	17	4.5
American Indian and Alaska Native.....	-	-	With own children under 18 years.....	9	2.4
Asian.....	4	0.3	Nonfamily households.....	53	14.1
Asian Indian.....	-	-	Householder living alone.....	40	10.7
Chinese.....	1	0.1	Householder 65 years and over.....	15	4.0
Filipino.....	-	-	Households with individuals under 18 years.....	179	47.7
Japanese.....	-	-	Households with individuals 65 years and over.....	65	17.3
Korean.....	-	-	Average household size.....	3.17	(X)
Vietnamese.....	-	-	Average family size.....	3.41	(X)
Other Asian ¹	3	0.3	HOUSING OCCUPANCY		
Native Hawaiian and Other Pacific Islander.....	1	0.1	Total housing units.....	382	100.0
Native Hawaiian.....	-	-	Occupied housing units.....	375	98.2
Guamanian or Chamorro.....	-	-	Vacant housing units.....	7	1.8
Samoan.....	-	-	For seasonal, recreational, or		
Other Pacific Islander ²	1	0.1	occasional use.....	1	0.3
Some other race.....	-	-	Homeowner vacancy rate (percent).....	0.6	(X)
Two or more races.....	3	0.3	Rental vacancy rate (percent).....	-	(X)
Race alone or in combination with one			HOUSING TENURE		
or more other races: ³			Occupied housing units.....	375	100.0
White.....	1,182	99.6	Owner-occupied housing units.....	334	89.1
Black or African American.....	-	-	Renter-occupied housing units.....	41	10.9
American Indian and Alaska Native.....	1	0.1	Average household size of owner-occupied units.....	3.16	(X)
Asian.....	4	0.3	Average household size of renter-occupied units.....	3.17	(X)
Native Hawaiian and Other Pacific Islander.....	3	0.3			
Some other race.....	-	-			

- Represents zero or rounds to zero. (X) Not applicable.

¹ Other Asian alone, or two or more Asian categories.² Other Pacific Islander alone, or two or more Native Hawaiian and Other Pacific Islander categories.³ In combination with one or more of the other races listed. The six numbers may add to more than the total population and the six percentages may add to more than 100 percent because individuals may report more than one race.

Source: U.S. Census Bureau, Census 2000.

Table DP-2. Profile of Selected Social Characteristics: 2000

Geographic area: Glenmore town, Brown County, Wisconsin

[Data based on a sample. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see text]

Subject	Number	Percent	Subject	Number	Percent
SCHOOL ENROLLMENT			NATIVITY AND PLACE OF BIRTH		
Population 3 years and over enrolled in school	369	100.0	Total population	1,171	100.0
Nursery school, preschool	14	3.8	Native	1,161	99.1
Kindergarten	23	6.2	Born in United States	1,161	99.1
Elementary school (grades 1-8)	167	45.3	State of residence	1,095	93.5
High school (grades 9-12)	112	30.4	Different state	66	5.6
College or graduate school	53	14.4	Born outside United States	-	-
			Foreign born	10	0.9
			Entered 1990 to March 2000	3	0.3
			Naturalized citizen	5	0.4
			Not a citizen	5	0.4
EDUCATIONAL ATTAINMENT			REGION OF BIRTH OF FOREIGN BORN		
Population 25 years and over	690	100.0	Total (excluding born at sea)	10	100.0
Less than 9th grade	70	10.1	Europe	3	30.0
9th to 12th grade, no diploma	51	7.4	Asia	2	20.0
High school graduate (includes equivalency)	333	48.3	Africa	-	-
Some college, no degree	109	15.8	Oceania	-	-
Associate degree	47	6.8	Latin America	5	50.0
Bachelor's degree	73	10.6	Northern America	-	-
Graduate or professional degree	7	1.0			
Percent high school graduate or higher	82.5	(X)	LANGUAGE SPOKEN AT HOME		
Percent bachelor's degree or higher	11.6	(X)	Population 5 years and over	1,101	100.0
			English only	1,075	97.6
MARITAL STATUS			Language other than English	26	2.4
Population 15 years and over	893	100.0	Speak English less than "very well"	6	0.5
Never married	270	30.2	Spanish	23	2.1
Now married, except separated	559	62.6	Speak English less than "very well"	6	0.5
Separated	1	0.1	Other Indo-European languages	3	0.3
Widowed	37	4.1	Speak English less than "very well"	-	-
Female	25	2.8	Asian and Pacific Island languages	-	-
Divorced	26	2.9	Speak English less than "very well"	-	-
Female	11	1.2			
			ANCESTRY (single or multiple)		
GRANDPARENTS AS CAREGIVERS			Total population	1,171	100.0
Grandparent living in household with one or more own grandchildren under 18 years	13	100.0	Total ancestries reported	1,513	129.2
Grandparent responsible for grandchildren	3	23.1	Arab	-	-
			Czech ¹	72	6.1
VETERAN STATUS			Danish	11	0.9
Civilian population 18 years and over ..	804	100.0	Dutch	165	14.1
Civilian veterans	65	8.1	English	29	2.5
			French (except Basque) ¹	56	4.8
DISABILITY STATUS OF THE CIVILIAN NONINSTITUTIONALIZED POPULATION			French Canadian ¹	16	1.4
Population 5 to 20 years	349	100.0	German	539	46.0
With a disability	4	1.1	Greek	7	0.6
			Hungarian	-	-
Population 21 to 64 years	650	100.0	Irish ¹	112	9.6
With a disability	82	12.6	Italian	9	0.8
Percent employed	74.4	(X)	Lithuanian	-	-
No disability	568	87.4	Norwegian	13	1.1
Percent employed	87.9	(X)	Polish	186	15.9
			Portuguese	-	-
Population 65 years and over	102	100.0	Russian	5	0.4
With a disability	42	41.2	Scotch-Irish	2	0.2
			Scottish	-	-
RESIDENCE IN 1995			Slovak	-	-
Population 5 years and over	1,101	100.0	Subsaharan African	-	-
Same house in 1995	786	71.4	Swedish	1	0.1
Different house in the U.S. in 1995	306	27.8	Swiss	3	0.3
Same county	237	21.5	Ukrainian	-	-
Different county	69	6.3	United States or American	78	6.7
Same state	61	5.5	Welsh	-	-
Different state	8	0.7	West Indian (excluding Hispanic groups)	-	-
Elsewhere in 1995	9	0.8	Other ancestries	209	17.8

-Represents zero or rounds to zero. (X) Not applicable.

¹The data represent a combination of two ancestries shown separately in Summary File 3. Czech includes Czechoslovakian. French includes Alsatian. French Canadian includes Acadian/Cajun. Irish includes Celtic.

Source: U.S. Bureau of the Census, Census 2000.

[Data based on a sample. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see text]

Source: U.S. Bureau of the Census, Census 2000.

Table DP-4. Profile of Selected Housing Characteristics: 2000

Geographic area: Glenmore town, Brown County, Wisconsin

[Data based on a sample. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see text]

Subject	Number	Percent	Subject	Number	Percent
Total housing units	386	100.0	OCCUPANTS PER ROOM		
UNITS IN STRUCTURE			Occupied housing units	374	100.0
1-unit, detached	366	94.8	1.00 or less	370	98.9
1-unit, attached	-	-	1.01 to 1.50	4	1.1
2 units	5	1.3	1.51 or more	-	-
3 or 4 units	-	-			
5 to 9 units	-	-	Specified owner-occupied units	172	100.0
10 to 19 units	-	-	VALUE		
20 or more units	-	-	Less than \$50,000	5	2.9
Mobile home	15	3.9	\$50,000 to \$99,999	53	30.8
Boat, RV, van, etc	-	-	\$100,000 to \$149,999	64	37.2
			\$150,000 to \$199,999	43	25.0
YEAR STRUCTURE BUILT			\$200,000 to \$299,999	7	4.1
1999 to March 2000	20	5.2	\$300,000 to \$499,999	-	-
1995 to 1998	38	9.8	\$500,000 to \$999,999	-	-
1990 to 1994	19	4.9	\$1,000,000 or more	-	-
1980 to 1989	53	13.7	Median (dollars)	117,100	(X)
1970 to 1979	66	17.1			
1960 to 1969	8	2.1	MORTGAGE STATUS AND SELECTED		
1940 to 1959	43	11.1	MONTHLY OWNER COSTS		
1939 or earlier	139	36.0	With a mortgage	127	73.8
ROOMS			Less than \$300	-	-
1 room	-	-	\$300 to \$499	2	1.2
2 rooms	-	-	\$500 to \$699	18	10.5
3 rooms	2	0.5	\$700 to \$999	49	28.5
4 rooms	25	6.5	\$1,000 to \$1,499	35	20.3
5 rooms	93	24.1	\$1,500 to \$1,999	17	9.9
6 rooms	95	24.6	\$2,000 or more	6	3.5
7 rooms	79	20.5	Median (dollars)	966	(X)
8 rooms	58	15.0	Not mortgaged	45	26.2
9 or more rooms	34	8.8	Median (dollars)	305	(X)
Median (rooms)	6.3	(X)			
Occupied housing units	374	100.0	SELECTED MONTHLY OWNER COSTS		
YEAR HOUSEHOLDER MOVED INTO UNIT			AS A PERCENTAGE OF HOUSEHOLD		
1999 to March 2000	36	9.6	INCOME IN 1999		
1995 to 1998	92	24.6	Less than 15.0 percent	68	39.5
1990 to 1994	54	14.4	15.0 to 19.9 percent	31	18.0
1980 to 1989	100	26.7	20.0 to 24.9 percent	19	11.0
1970 to 1979	62	16.6	25.0 to 29.9 percent	21	12.2
1969 or earlier	30	8.0	30.0 to 34.9 percent	10	5.8
			35.0 percent or more	23	13.4
			Not computed	-	-
VEHICLES AVAILABLE					
None	5	1.3	Specified renter-occupied units	34	100.0
1	57	15.2	GROSS RENT		
2	167	44.7	Less than \$200	3	8.8
3 or more	145	38.8	\$200 to \$299	1	2.9
			\$300 to \$499	8	23.5
HOUSE HEATING FUEL			\$500 to \$749	12	35.3
Utility gas	8	2.1	\$750 to \$999	3	8.8
Bottled, tank, or LP gas	183	48.9	\$1,000 to \$1,499	-	-
Electricity	4	1.1	\$1,500 or more	-	-
Fuel oil, kerosene, etc	163	43.6	No cash rent	7	20.6
Coal or coke	-	-	Median (dollars)	559	(X)
Wood	11	2.9			
Solar energy	2	0.5	GROSS RENT AS A PERCENTAGE OF		
Other fuel	-	-	HOUSEHOLD INCOME IN 1999		
No fuel used	3	0.8	Less than 15.0 percent	14	41.2
			15.0 to 19.9 percent	-	-
SELECTED CHARACTERISTICS			20.0 to 24.9 percent	8	23.5
Lacking complete plumbing facilities	3	0.8	25.0 to 29.9 percent	4	11.8
Lacking complete kitchen facilities	-	-	30.0 to 34.9 percent	1	2.9
No telephone service	-	-	35.0 percent or more	-	-
			Not computed	7	20.6

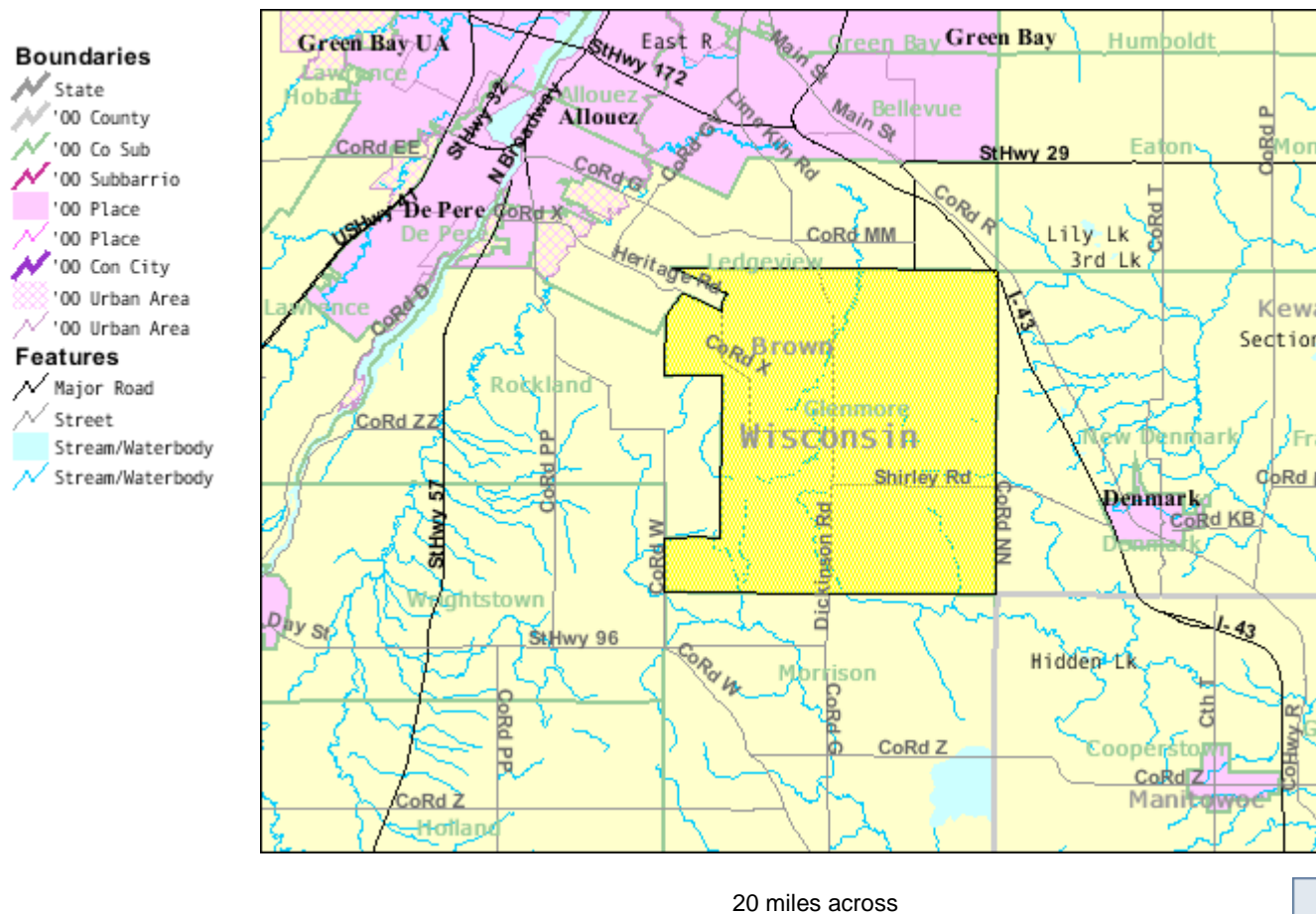
-Represents zero or rounds to zero. (X) Not applicable.

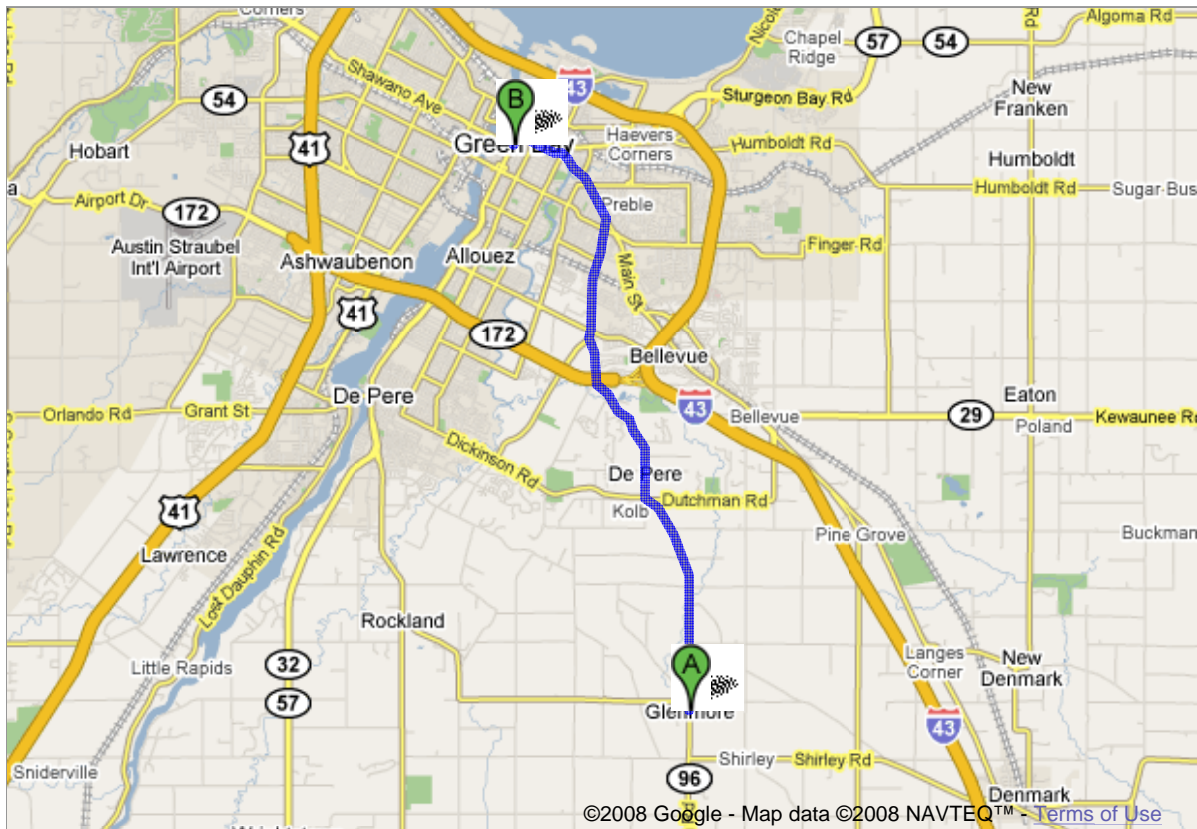
Source: U.S. Bureau of the Census, Census 2000.

FCC Form 301
WTRW(FM)
FAC ID No. 164253
July 2008

Exhibit 32 – Attachment 2

Glenmore town, Brown County, Wisconsin





Glenmore, WI

Drive: 11.8 mi – about 23 mins

- | | |
|---|--------|
| 1. Head north on CR-G/Dickinson Rd toward CR-X | 4.0 mi |
| 2. Turn right at CR-V/Lime Kiln Rd | 3.1 mi |
| 3. Turn right at CR-GV N/CR-V N/Lime Kiln Rd | 2.1 mi |
| 4. Turn left at Main St/US-141/WI-29 | 2.3 mi |
| 5. Turn left at N Monroe Ave/WI-29/WI-54/WI-57 | 0.3 mi |



Green Bay, WI

These directions are for planning purposes only. You may find that construction projects, traffic, or other events may cause road conditions to differ from the map results.

Map data ©2008 NAVTEQ™

FCC Form 301
WTRW(FM)
FAC ID No. 164253
July 2008

Exhibit 32 – Attachment 3



U.S. Census Bureau

American FactFinder

FACT SHEET

Green Bay city, Wisconsin

View a Fact Sheet for a **race, ethnic, or ancestry group**

Census 2000 Demographic Profile Highlights:

General Characteristics - show more >>

	Number	Percent	U.S.		
Total population	102,313			map	brief
Male	50,433	49.3	49.1%	map	brief
Female	51,880	50.7	50.9%	map	brief
Median age (years)	33.2	(X)	35.3	map	brief
Under 5 years	7,359	7.2	6.8%	map	
18 years and over	76,281	74.6	74.3%		
65 years and over	12,042	11.8	12.4%	map	brief
One race	100,293	98.0	97.6%		
White	87,841	85.9	75.1%	map	brief
Black or African American	1,407	1.4	12.3%	map	brief
American Indian and Alaska Native	3,355	3.3	0.9%	map	brief
Asian	3,845	3.8	3.6%	map	brief
Native Hawaiian and Other Pacific Islander	36	0.0	0.1%	map	brief
Some other race	3,809	3.7	5.5%	map	
Two or more races	2,020	2.0	2.4%	map	brief
Hispanic or Latino (of any race)	7,294	7.1	12.5%	map	brief
Household population	99,618	97.4	97.2%	map	brief
Group quarters population	2,695	2.6	2.8%	map	
Average household size	2.40	(X)	2.59	map	brief
Average family size	3.06	(X)	3.14	map	
Total housing units	43,123			map	
Occupied housing units	41,591	96.4	91.0%		brief
Owner-occupied housing units	23,281	56.0	66.2%	map	
Renter-occupied housing units	18,310	44.0	33.8%	map	brief
Vacant housing units	1,532	3.6	9.0%	map	

Social Characteristics - show more >>

	Number	Percent	U.S.		
Population 25 years and over	64,507				
High school graduate or higher	53,265	82.6	80.4%	map	brief
Bachelor's degree or higher	12,469	19.3	24.4%	map	
Civilian veterans (civilian population 18 years and over)	9,594	12.6	12.7%	map	brief
Disability status (population 5 years and over)	16,879	18.0	19.3%	map	brief
Foreign born	7,006	6.8	11.1%	map	brief
Male, Now married, except separated (population 15 years and over)	19,962	51.1	56.7%		brief
Female, Now married, except separated (population 15 years and over)	19,697	47.6	52.1%		brief
Speak a language other than English at home (population 5 years and over)	10,762	11.3	17.9%	map	brief

Economic Characteristics - show more >>

	Number	Percent	U.S.		
In labor force (population 16 years and over)	55,647	70.3	63.9%		brief
Mean travel time to work in minutes (workers 16 years and over)	17.0	(X)	25.5	map	brief
Median household income in 1999 (dollars)	38,820	(X)	41,994	map	
Median family income in 1999 (dollars)	48,678	(X)	50,046	map	
Per capita income in 1999 (dollars)	19,269	(X)	21,587	map	
Families below poverty level	1,832	7.4	9.2%	map	brief
Individuals below poverty level	10,490	10.5	12.4%	map	


Housing Characteristics - show more >>

Number Percent U.S.

Single-family owner-occupied homes	20,994				
Median value (dollars)	96,400	(X)	119,600	map	brief
Median of selected monthly owner costs	(X)	(X)			brief
With a mortgage (dollars)	940	(X)	1,088	map	
Not mortgaged (dollars)	321	(X)	295		

(X) Not applicable.

Source: U.S. Census Bureau, Summary File 1 (SF 1) and Summary File 3 (SF 3)

The letters PDF or symbol  indicate a document is in the Portable Document Format (PDF). To view the file you will need the Adobe® Acrobat® Reader, which is available for **free** from the Adobe web site.

FCC Form 301
WTRW(FM)
FAC ID No. 164253
July 2008

Exhibit 32 – Attachment 4



Town of Glenmore Comprehensive Plan

Brown County Planning Commission
100 North Jefferson Street
Green Bay, WI 54301-5026
www.co.brown.wi.us

Adopted May 2, 2005
Staff Report Number 223

Town of Glenmore Comprehensive Plan

Adoption Date: May 2, 2005

Brown County Planning Commission Staff

Chuck Lamine, AICP, Planning Director
Cole Runge, Principal Planner
Michael F. Parmentier, Senior Planner
Joel Dietl, AICP, Senior Planner
Aaron Schuette, Senior Planner
Peter Schleinz, Senior Planner
Lisa J. Conard, Planner
Tim Hennig, Planner
Mike Hronek, GIS Coordinator
Mark J. Steuer, Cartographer
Adrienne Grun, Graphic Artist
Lisa Bergelin, Administrative Assistant
Cathy Larsen, Clerk Typist III

Brown County Planning Commission

100 North Jefferson Street, Room 608
Green Bay, Wisconsin 54301
Phone: (920) 448-3400
Fax: (920) 448-3426
Web: www.co.brown.wi.us/planning.html

Acknowledgements

The Town of Glenmore and the Brown County Planning Commission would like to thank the following members of the Town of Glenmore Comprehensive Plan Citizens Advisory Committee for their assistance in the completion of the comprehensive plan:

Don Brantmeier	John Leiterman, Committee Chair
Fred Dobberpuhl	Arlene Miller
Richard Carter	Ron Novak
Russ Englemann	Shirley Novak
Lee Gossen	Lana Ossman
Cliff Heyrman	Cindy Ossmann
Elaine Kittell	Paul Schaetz
Don Kittell	Ann Schaefer
Tom Klika	Kriss Schmidt
Pat Kolarik	Norbert VanDeHei

The Town of Glenmore and the Brown County Planning Commission would also like to thank the following for their assistance in the completion of the comprehensive plan:

- The residents of the Town of Glenmore.
- Neville Public Museum of Brown County.
- Wisconsin Department of Administration – Division of Intergovernmental Relations.
- Wisconsin Department of Transportation.
- Wisconsin Department of Natural Resources.

TABLE OF CONTENTS

CHAPTER 1.....	1
Issues and Opportunities	1
CHAPTER 2.....	15
Land Use.....	15
CHAPTER 3.....	37
Transportation	37
CHAPTER 4.....	53
Economic Development.....	53
CHAPTER 5.....	67
Housing	67
CHAPTER 6.....	75
Utilities and Community Facilities	75
CHAPTER 7.....	85
Natural, Cultural, and Agricultural Resources	85
CHAPTER 8.....	113
Intergovernmental Cooperation.....	113
CHAPTER 9.....	123
Implementation	123
Figure 1-1: Town of Glenmore Historic Growth Trend, 1960-2000	8
Figure 1-2: Town of Glenmore and Brown County Percent Population Increase, 1960 to 2000	9
Figure 1-3: Town of Glenmore Age as a Percentage of Population, 1990 and 2000	9
Figure 1-4: Town of Glenmore, Brown County, and State of Wisconsin Educational Attainment of People 25 Years and Older	10
Figure 1-5: Municipal Per Return Income, 1997-2002.....	11
Figure 1-6: Household Income in 1999	11
Figure 1-7: Town of Glenmore Employment by Occupation	12
Figure 1-8: Total Non-Farm Employment Forecasts by MSA, 2004-2007.	12
Figure 1-9: Historic and Projected Population, Town of Glenmore, 1960-2025	13
Figure 2-1: Town of Glenmore January 2004 Land Use Acreage.....	15
Figure 2-2: Existing Land Use	17
Figure 2-3: Number of New Lots Created, 1997-2003.....	19
Figure 2-4: Changes in Glenmore Land Use, 1980-2004	21
Figure 2-5: 5-Year Growth Increments for the Town of Glenmore.....	23
Figure 2-6: Future Land Use	25
Figure 3-1: Street Network	38
Figure 3-2: Functional Classification.....	39
Figure 3-3: Port and Airport Facilities	41
Figure 3-4: Snowmobile Trails	42
Figure 3-5: Comparison of Well-Connected and Conventional Street Patterns	44

Figure 4-1: Employment Status by Percentage of Population 16 Years and Older	53
Figure 4-2: Employed Civilian Population as a Percentage of People 16 Years and Above.....	54
Figure 4-3: Employment by Industry Group, 2000; Brown County and the United States Location Quotient Analysis.....	55
Figure 5-1: Age of Housing Units in the Town of Glenmore	67
Figure 5-2: Units in Structure for Glenmore, Brown County, and Wisconsin, 2000	68
Figure 5-3: Change in Housing Occupancy Characteristics in Glenmore, 1990 and 2000.....	69
Figure 5-4: Town of Glenmore Owner-Occupied Housing Values in 2000.....	69
Figure 5-5: Owner-Occupied Mortgage Costs in the Town of Glenmore, 1990 and 2000.....	70
Figure 5-6: Change in Housing Preferences Over Time.....	73
Figure 7-1: Soil Limitations for Dwellings with Basements.....	86
Figure 7-2: Productive Agricultural Lands	88
Figure 7-3: Surface Water Features	92
Figure 7-4: Floodlands and Floodplain Zoning.....	94
Figure 7-5: Shorelands and Shoreland Zoning	96
Figure 7-6: WDNR Wetlands	97
Figure 7-7: Environmentally Sensitive Areas	99
Figure 7-8: Groundwater	101
Figure 7-9: Woodlands.....	103
Figure 8-1: School Districts.....	115
Appendix A: Public Participation Process for the Glenmore Comprehensive Plan	133
Appendix B: Resolution, Town of Glenmore Planning Commission.....	137
Appendix C: Ordinance to Adopt the Town of Glenmore Comprehensive Plan	141

CHAPTER 1

Issues and Opportunities

Introduction

The Town of Glenmore Comprehensive Plan is a component of the Southern Brown County Towns Multi-jurisdictional Planning Effort, which also includes the Towns of Holland, Morrison, Rockland, and Wrightstown. The Wisconsin Department of Administration Comprehensive Planning Grant Program provided funding for a large portion of the plan. The intent of this multi-jurisdictional effort is to promote coordinated and consistent planning across governmental boundaries and through governmental layers.

The Town of Glenmore is located in south-central Brown County adjacent to the Town of Ledgeview to the north, Town of New Denmark to the east, Town of Morrison to the south, and Towns of Rockland and Wrightstown to the west. The Town is primarily agricultural in nature with residential development generally associated with farming activities. The most defining features of the Town are the large, contiguous blocks of high-quality agricultural land separated only by streams or other natural corridors.

Purpose and Intent

A comprehensive plan is an official public document adopted by ordinance by the local elected board that sets forth its major policies concerning the future physical development of the community. The primary purposes of this plan are to generate goals for attaining a desirable development pattern, devise strategies and recommendations the Town can follow to achieve its desired development pattern, and meet the requirements of the State of Wisconsin Comprehensive Planning Law. It is intended that the recommendations reflect the 14 local comprehensive planning goals prescribed in state statute and listed in this section.

1. Promotion of the redevelopment of lands with existing infrastructures and public services and the maintenance and rehabilitation of existing residential, commercial, and industrial areas.
2. Encouragement of neighborhood designs that support a range of transportation choices.
3. Protection of natural areas, including wetlands, wildlife habitats, lakes, woodlands, open spaces, and groundwater resources.
4. Protection of economically productive areas, including farmland and forests.
5. Encouragement of land uses, densities, and regulations that promote efficient development patterns and relatively low municipal, state governmental, and utility costs.
6. Preservation of cultural, historic, and archeological sites.
7. Encouragement of coordination and cooperation among nearby units of government.

8. Building of community identity by revitalizing main streets and enforcing design standards.
9. Providing an adequate supply of affordable housing for individuals of all income levels throughout each community.
10. Providing adequate infrastructure and public services and an adequate supply of developable land to meet existing and future market demand for residential, commercial, and industrial uses.
11. Promoting the expansion or stabilization of the current economic base and the creation of a range of employment opportunities at the state, regional, and local levels.
12. Balancing individual property rights with community interests and goals.
13. Planning and development of land uses that create or preserve varied and unique urban and rural communities.
14. Providing an integrated, efficient, and economical transportation system that affords mobility, convenience, and safety and that meets the needs of all citizens, including transit-dependent and disabled citizens.

The Town of Glenmore Comprehensive Plan is adopted by ordinance and should be used by Town officials when revising and administering its zoning and other ordinances. The plan is designed to be a guiding vision so that there is a consistent policy to follow and a clear goal for the future for the residents of the Town of Glenmore.

Comprehensive Planning Process

The most recent comprehensive plan for the Town of Glenmore was adopted in 1996. In order to help fund a plan that meets the requirements of the Comprehensive Planning Law, Town leaders decided to work with Brown County to take advantage of the State of Wisconsin Department of Administration Comprehensive Planning Grant program to develop a new plan that would conform to the requirements of the Comprehensive Planning Law and better reflect Town residents' vision of how Glenmore should develop over the next 20 years.

As administrator of the Comprehensive Planning Grant, the Brown County Planning Commission (BCPC) was contracted with to provide professional planning assistance. Staff from BCPC prepared the background information and the recommendations of this plan based upon the consensus opinions of the citizens advisory committee, town-wide visioning session, survey, and the Comprehensive Planning Law.

This document is comprised of nine chapters reflecting the requirements in the Comprehensive Planning Law: Issues and Opportunities; Housing; Transportation; Utilities and Community Facilities; Natural, Cultural, and Agricultural Resources; Economic Development; Intergovernmental Cooperation; Land Use; and Implementation. Although all of these chapters have their own goals, objectives, and recommendations, the elements are all interrelated, and, therefore, the goals, objectives, and recommendations are also. This plan was developed with the interrelationships of the elements in mind.

The future land use plan contained within the Land Use chapter of the comprehensive plan provides the vision of how the Town of Glenmore could look 20 years from now.

There are recommendations regarding the location, density, and design of future development, and these recommendations are the cornerstone of the overall plan. The future land use plan is the composite of the goals, objectives, and recommendations contained in all of the chapters. Since agriculture is such an important part of Glenmore's past and future, throughout the document the terms "agriculture" and "farming" are both used and are intended to be used interchangeably.

The final part of the plan involves implementing the recommendations to make the 20-year vision a reality. A comprehensive plan is only effective when it is actually used. This includes both using the plan on a routine basis when making policy and administrative decisions and when creating and revising municipal ordinances, such as the zoning ordinance, to control and guide development consistent with the plan.

This document is not the end of the planning process. For the Town of Glenmore to succeed in achieving its vision for the future, planning must be a continual, ongoing exercise. Just as this plan replaces the 1996 Town of Glenmore Comprehensive Plan, planning within the Town must continue to evolve to reflect new trends and concepts.

Community Goals and Objectives

A major element of the comprehensive planning process is the identification of a community mission statement, as well as the development of goals and objectives. This identification is often difficult because values held by citizens are highly elusive and complex. People vary widely in their choice of values and the degree to which they will accept or tolerate differing attitudes.

In order to identify the Town's priorities for community development, as well as key issues and concerns to be addressed, the Brown County Planning Commission facilitated a public visioning session on April 29, 2004, at the Glenmore Community Center that utilized the nominal group method. The results from the visioning session were then mailed to the visioning session participants to develop a ranking of the top issues within the Town. The following list identifies the top issues resulting from the visioning session and survey:

Rank

1. Slow the conversion of agricultural land to new homes as much as possible (prevent urban sprawl).
2. No large subdivisions.
3. Ensure that large farms and industries are environmentally-sound.
4. (Tie) Maintain the proactive recycling and solid waste facility that is operated with the Town of Morrison.
4. (Tie) Evaluate the Town's tax rate and keep it as low as possible.
5. Maintain the peace and quiet/rural atmosphere of the Town.
6. Do not develop public water or sewer service.
7. (Tie) Keep out large corporate farms.
7. (Tie) Preserve farming and large farm fields (40s). Keep Glenmore as an agricultural community.

8. (Tie) Define a centralized commercial and/or industrial area in the Town, while keeping in mind the impacts of these developments.
8. (Tie) Identify ways to control the location of subdivisions, such as in non-farming areas and out of wetlands.
8. (Tie) Be fair and equitable to farmers who want to sell their property.
9. (Tie) Protect farmers from frivolous lawsuits and harassment and maintain the ability to farm with limited interference from the neighbors.
9. (Tie) Ensure that the rights of landowners are protected.
9. (Tie) Clean up junk through a yard and building maintenance ordinance (junk cars, trash, old machinery).
10. (Tie) Limit the number of trailer homes and low-income homes.
10. (Tie) Allow for choices of private septic systems, including mounds or holding tanks.

The nominal group session, input from the citizens advisory committee, the State of Wisconsin Comprehensive Planning Law, and sound planning principles formed the basis for the development of the goals and objectives of the plan.

Goals and objectives each have a distinct and different purpose within the planning process. Goals describe desired situations toward which planning efforts should be directed. They are broad and long-range. They represent an end to be sought; although, they may never actually be fully attained. Objectives describe more specific purposes, which should be sought in order to advance toward the achievement of the overall goals. The third part of the planning process – policies and programs – is discussed in each chapter specific to that comprehensive plan element.

The comprehensive plan and future development of the Town are based on the following goals and objectives.

Land Use Goal

To manage growth and land uses to ensure that development does not negatively impact existing and future agricultural activities in Glenmore and that the Town's rural country atmosphere is maintained.

Objectives

- Identify, adopt, and implement planning tools and techniques that minimize the impact of development on agricultural activities in the Town.
- Discourage the development of large subdivisions.
- Ensure that large farms and other industrial uses are environmentally-sound.
- Ensure the compatibility of adjoining land uses for both existing and future development.
- Maintain large tracts of contiguous farmland in 40-acre parcels.
- Identify a commercial and/or industrial area that does not detract from the rural setting of the Town.

- Confirm that the Town's current regulations adequately address large-scale livestock facilities to minimize their impacts on the Town's residents and natural resources.
- Ensure that the rights of landowners and farmers are protected.

Transportation Goal

To develop a safe and efficient multi-modal transportation system that serves all Glenmore residents.

Objectives

- Identify a system of on-street bicycle and pedestrian facilities in the Town.
- Monitor the growth of the Town to allow for the identification of future roadway needs.
- Maximize safety and accessibility at the Town's intersections.
- Use Wisconsin's Pavement Surface Evaluation and Rating (PASER) system to evaluate the condition of the Town's roads and prioritize them for maintenance.
- Foster communication with the Wisconsin Department of Transportation, Brown County Planning Commission, Brown County Highway Department, and surrounding communities in order to coordinate future improvements.
- Maximize street connectivity among and within subdivisions.
- Consider the impacts on the existing road network when reviewing zoning amendment requests.
- Review the number, location, and design of driveways serving properties that abut heavily traveled roads.
- Work with Brown County to apply for grants to help fund the development of the Town's multi-modal transportation system.

Economic Development Goal

Maintain farming and other agriculturally-related enterprises as the primary economic activities in the Town.

Objectives

- Encourage farmers, businesses, and industries to promote environmentally-friendly practices, such as recycling, erosion control, and pollution controls.
- Identify a location in the Town for commercial and industrial activity.
- Encourage those businesses that support the agricultural economy.
- Utilize government programs to aid in the retention of existing and attraction or promotion of new agricultural, industrial, and commercial activities.
- Encourage the redevelopment of underutilized, vacant, and brownfield areas.

- Recognize farming and other agricultural activities as important components of the local economy and encourage those farmers who wish to remain active in the Town.
- Support the development of local niche farm markets, such as direct farm-to-market sales, organic farming, and other specialty crops.
- Encourage the development of agricultural businesses that create added value to locally grown crops.
- Enhance the Town's economic development partnerships with agencies, such as USDA-Rural Development, Advance, Brown County Planning Commission, Bay-Lake Regional Planning Commission, and the Wisconsin Department of Commerce.

Housing Goal

Provide a variety of quality housing opportunities for all segments of the Town's population while maintaining the Town's rural nature.

Objectives

- Promote an adequate supply and mix of housing types for individuals of all life stages, physical abilities, and income levels.
- Identify residential development areas near existing development to minimize the effects on agricultural activity.
- Minimize the disruptions to agricultural activity from housing development.
- Develop and implement a property maintenance code for nuisance issues like junk cars and building dilapidation.
- Ensure that new homes are of quality construction in terms of labor and materials.
- Identify and utilize government programs, such as the Wisconsin Housing and Economic Development Authority (WHEDA), to improve aging residential stock and assist first-time homebuyers.

Utilities and Community Facilities Goal

Promote a quality living environment through the timely provision and maintenance of recreation, utility, emergency, and other public facilities and services affecting the health, safety, and well-being of Glenmore residents and businesses.

Objectives

- Monitor the quality and quantity of groundwater in Glenmore to ensure a safe drinking water supply.
- Continue to utilize and maintain quality onsite sewage disposal systems and private wells in the Town.
- Ensure adequate response times for emergency services in Glenmore.

- Coordinate any future park or other recreation development with adjoining communities and the recommendations in the Brown County Open Space and Outdoor Recreation Plan.
- Maintain the Town's existing public facilities and replace aging/obsolete infrastructure and equipment in a timely fashion.
- Develop a comprehensive stormwater management plan to address water quantity issues (such as flooding) and water quality issues (through the protection of wetlands and stream habitats).
- Ensure adequate levels of other services and facilities to meet the needs of a growing community.

Natural, Cultural, and Agricultural Resources Goal

Maintain agricultural activity in the Town while protecting those cultural and natural resources that create Glenmore's unique rural character.

Objectives

- Inform new residents that Glenmore has active farming operations and sights, sounds, and smells that are associated with them.
- Encourage Town farmers to work with governmental agencies in implementing agricultural practices that lessen stormwater runoff and erosion.
- Identify the productive agricultural land in the Town and identify methods to encourage agricultural uses on these lands.
- Identify and encourage the preservation of historic and scenic sites in the Town.
- Work to preserve the scenic vistas associated with the Town.
- Preserve wetlands, floodplains, and other environmental areas to link various parts of the Town and to serve as wildlife corridors and stormwater management areas.
- Recognize the Niagara Escarpment as a critical natural resource and identify tools to maintain it as much as possible in a natural state.
- Enhance the appearance and community identity of the Town through the use of commercial and industrial building design standards, landscaping, attractive signage, and other beautification techniques.
- Recognize the need for nonmetallic mineral resources while requiring quarries to be operated in an environmentally sensitive manner.

Intergovernmental Cooperation Goal

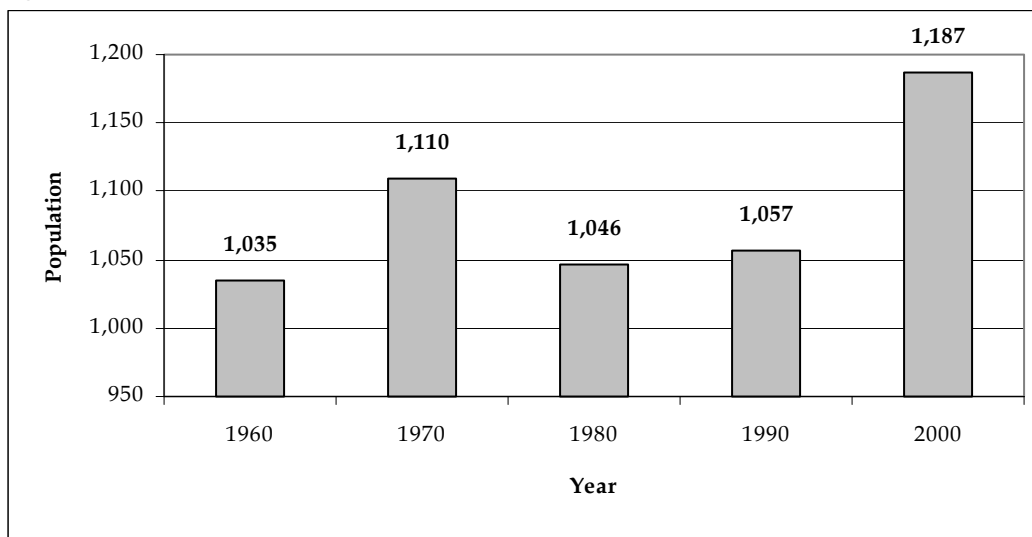
To work with the surrounding communities, De Pere and Denmark School Districts, Brown County, Bay-Lake Regional Planning Commission, and State of Wisconsin to cooperatively plan and develop the Town and region.

Objectives

- Coordinate with the De Pere and Denmark School Districts and Brown County Planning Commission to evaluate the need for future schools based on future population trends.
- Work with the surrounding communities to coordinate municipal services (such as the joint recycling facility with Morrison), land use decisions, and address other issues of mutual concern.
- Continue to work with the surrounding communities, Brown County, and WisDOT to plan the STH 96 and other highway corridors that serve the Town.
- Identify existing or potential conflicts with the surrounding communities and work with the communities and Brown County Planning Commission to resolve these conflicts.
- Begin to work with the surrounding communities and Brown County to develop a trail system that serves the Town and region.
- Utilize the Brown County Planning Commission as a resource to assist in reviewing development proposals.
- Identify potential partnerships with other local, county, state, and regional agencies, as well as with nonprofit and private enterprises.

Demographic Trends

Figure 1-1: Town of Glenmore Historic Growth Trend, 1960-2000

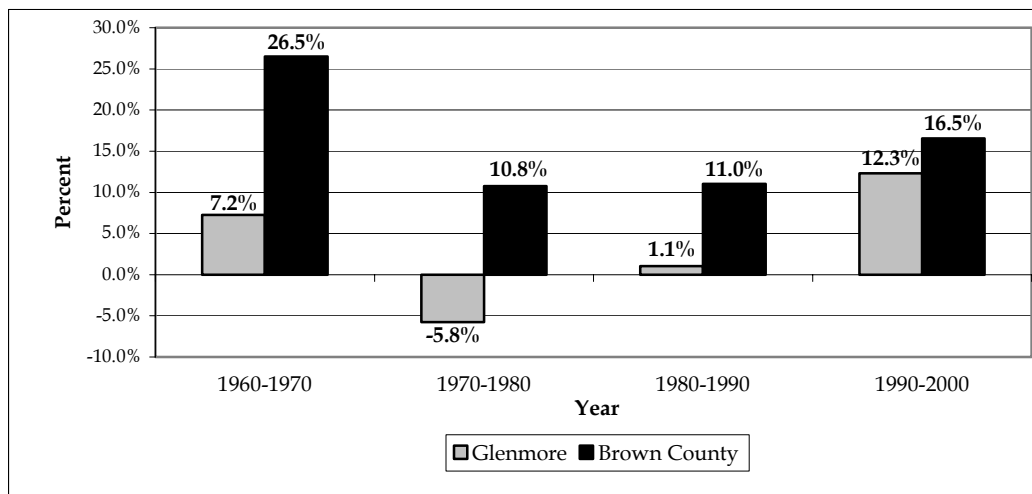


Source: U.S. Census of Population, 1960-2000

The Town of Glenmore is growing typical of rural towns, albeit at a rather slow rate. Between 1960 and 1970, Glenmore added 75 residents but then lost 64 residents over the next ten years. Since 1980, the population has continued to increase, with the largest

jump in population of 130 residents occurring between 1990 and 2000. Many of the towns in Brown County had strong growth between 1990 and 2000 as populations continued to spread out from the Green Bay Metropolitan Area. Figure 1-1 displays the past 40 years of growth in the Town. Figure 1-2 identifies Glenmore's growth rate compared to Brown County.

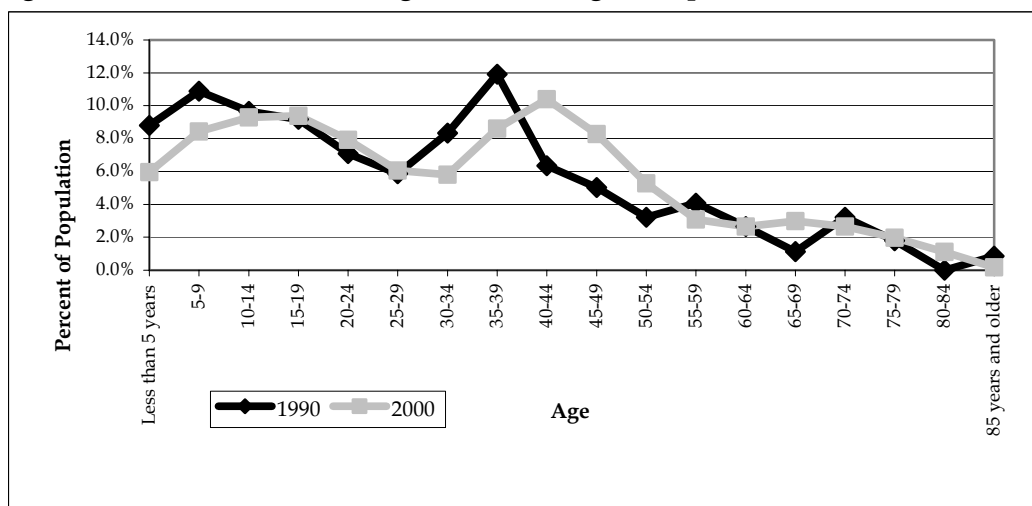
Figure 1-2: Town of Glenmore and Brown County Percent Population Increase, 1960 to 2000



Source: U.S. Census of Population, 1960-2000.

Age Distribution

Figure 1-3: Town of Glenmore Age as a Percentage of Population, 1990 and 2000



Source: U.S. Census of Population, 1990 and 2000.

Census figures show that the 2000 median age of Town of Glenmore residents was 33.1 years, as compared to 28.1 years of age in 1990. The trend of an aging population is

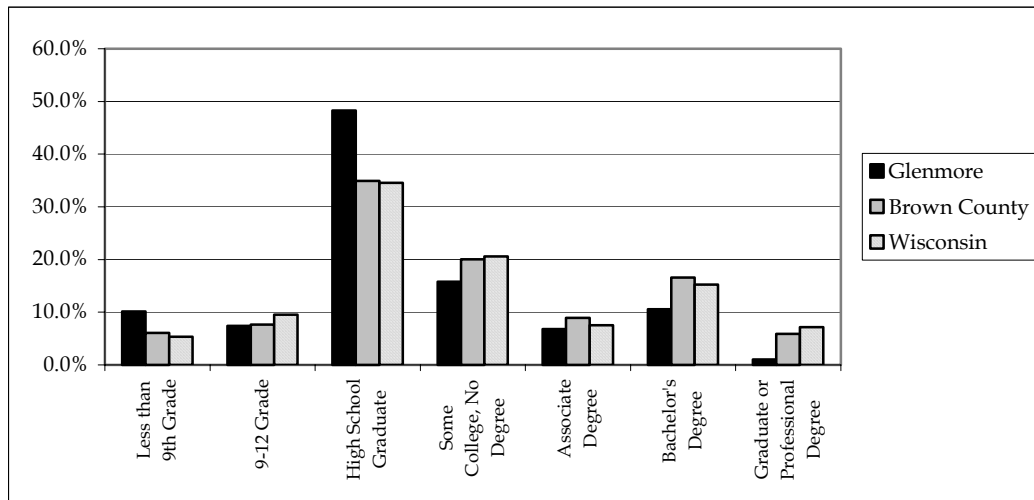
depicted in Figure 1-3, where there is a significant increase in the percentage of 40- to 54- aged people between 1990 and 2000. The overall aging of the population is largely reflective of a nationwide trend of the “baby boomer” generation, which is the largest segment of the national population. As an increasing proportion of Town residents reach retirement age and become elderly, Glenmore will need to ensure that there are adequate facilities and services, such as elderly care homes, access to healthcare, and a mixture of housing types either within the Town or in nearby communities.

The other population group that can have a large impact on the local government and, accordingly, the school district or districts is those residents who are school-aged (ages 5 to 19). As a percentage of the population and numerically, school-aged residents actually decreased between 1990 and 2000 from 314 students in 1990 to 311 students in 2000, while the overall population of Glenmore increased. Although not projected, should the Town of Glenmore experience a large increase in school-aged residents, the Town should communicate with the local school districts to ensure that future building and program needs are facilitated.

Educational Levels

Educational levels of people 25 years and older in the Town of Glenmore are similar to those typically found in other rural areas. Glenmore’s percentage of high school graduates is significantly higher than in Brown County and the State of Wisconsin. Post high school educational attainments are lower than Brown County and the State of Wisconsin. The educational levels are displayed in Figure 1-4.

Figure 1-4: Town of Glenmore, Brown County, and State of Wisconsin Educational Attainment of People 25 Years and Older

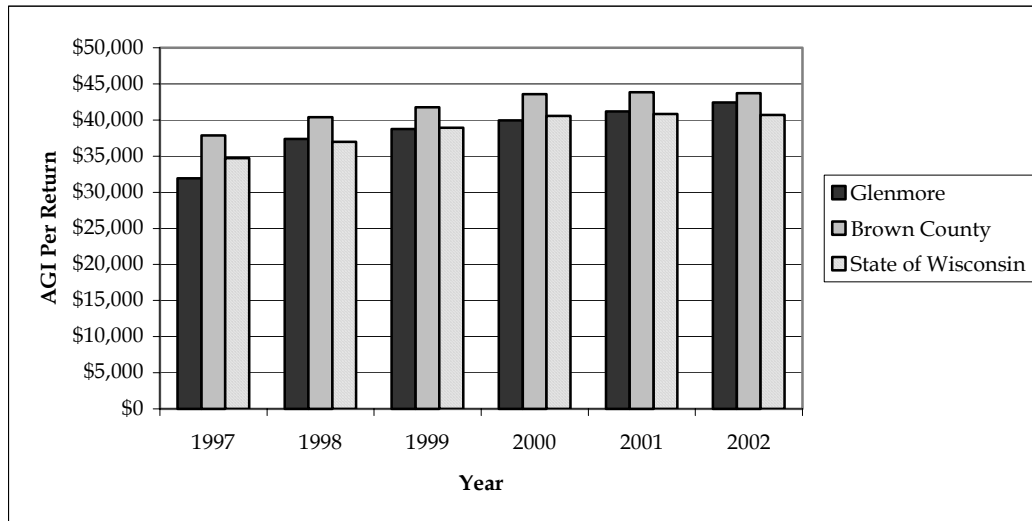


Source: U.S. Bureau of the Census, 2000.

Income Levels

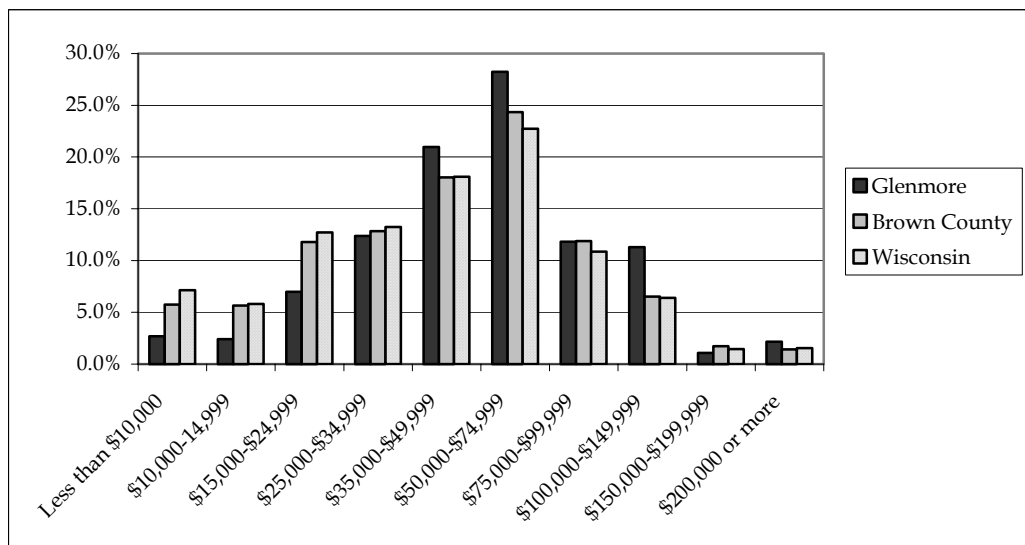
According to the Wisconsin Department of Revenue-Division of Research and Analysis, the Town of Glenmore's adjusted gross income (AGI) per tax return is generally lower than the Brown County average. However, the discrepancy between the two has been shrinking since 1997. The most recent year for which information is available lists the year 2002 AGI for the Town of Glenmore at \$42,421, which is a \$1,235 increase from the 2001 AGI. Figure 1-5 displays the AGI trend over the past six years.

Figure 1-5: Municipal Per Return Income, 1997-2002



Source: State of Wisconsin Department of Revenue, Municipal Per Return Income Report, 1997-2002.

Figure 1-6: Household Income in 1999



Source: U.S. Census of Population, 2000.

The 2000 census also provides ranges for income levels. As is evident from the Figure 1-6, similar to the state and county, the largest percentage of Glenmore households are within the \$50,000 to \$79,999 income range at 28.2 percent. However, the Town has fewer households at the lower end of the income spectrum and generally more at the higher end of the ranges.

Employment Characteristics

As displayed in Figure 1-7, sales and office occupations and management, professional, and related occupations are by far the largest two occupation categories for Town of Glenmore residents with 25.2 percent and 24.5 percent of the population, respectively.

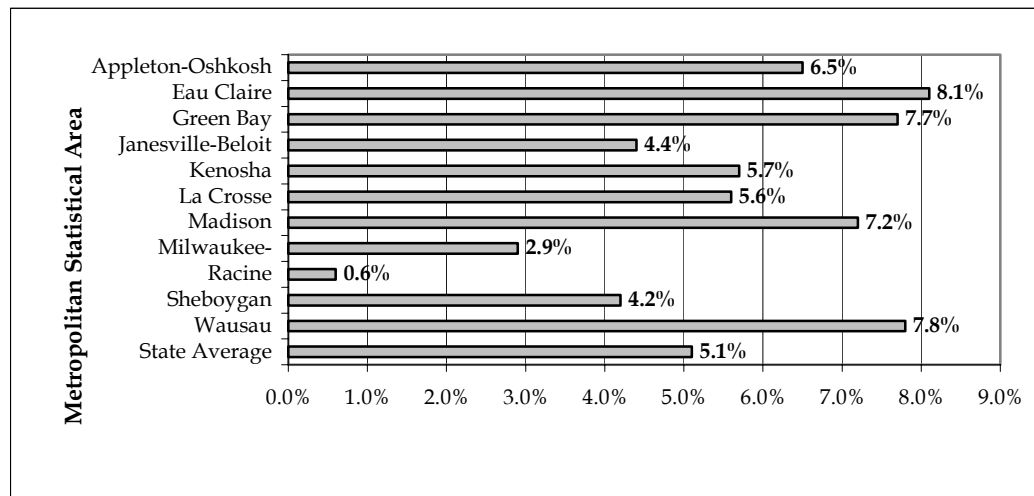
Figure 1-7: Town of Glenmore Employment by Occupation

Occupation	Number	Percent
Sales and office occupations	162	25.2
Management, professional, and related occupations	158	24.5
Production, transportation, and material moving occupations	153	23.8
Construction, extraction, and maintenance occupations	89	13.8
Service occupations	54	8.4
Farming, fishing, and forestry occupations	28	4.3

Source: U.S. Census Bureau, Table DP-3 Profile of Selected Economic Characteristics: 2000.

Employment Forecast

Figure 1-8: Total Non-Farm Employment Forecasts by MSA, 2004-2007.



Source: Wisconsin Dept. of Revenue–Division of Research and Policy, *Metropolitan Area Outlook 2004-2007*.

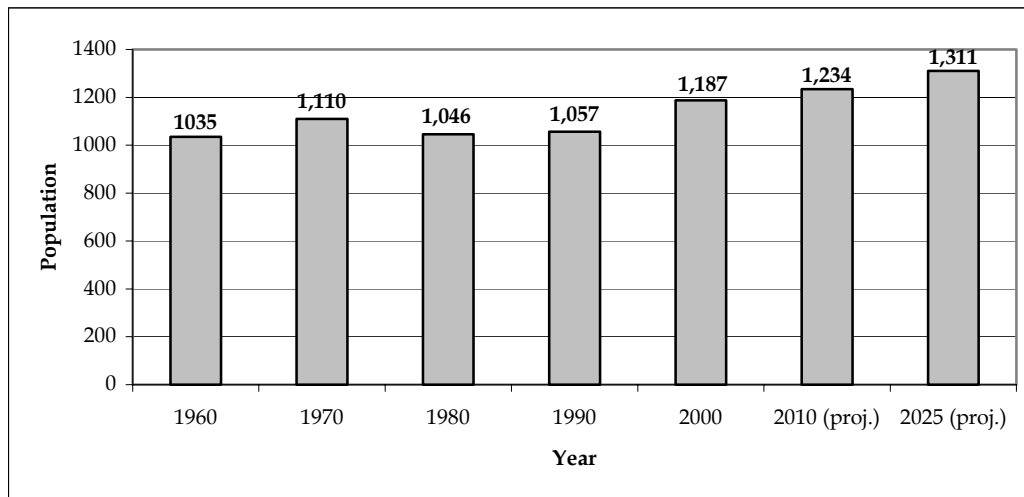
After unprecedented job growth during the 1990s, the Green Bay Metropolitan Statistical Area (MSA), which includes Brown County, is projected to continue employment growth. According to the State of Wisconsin Department of Revenue–Division of Research and Policy, the most recent Metropolitan Area Outlook states that employment growth in the Green Bay MSA was flat from 2000 to 2002. However, employment is

expected to increase during the time-period of 2004 to 2007, during which employment in the Green Bay MSA is projected to increase by 7.7 percent over the 4-year time-period. Although employment growth within the Green Bay MSA will not be as great as during the 1990s, forecasted employment growth will continue to be comparatively stronger than most other areas in the state. Figure 1-8 displays total non-farm employment forecasts by Wisconsin MSA for 2004 to 2007.

Population and Housing Forecasts

In January of 2004, the Wisconsin Department of Administration released new population projections through 2025, which took into account recent growth patterns. According to these projections, the Town of Glenmore (1,187 residents in 2000) is forecasted to be 1,234 by 2010 and 1,311 by 2025. This results in a projected 10.4 percent population growth rate from 2000 to 2025, as compared to Brown County's rate of 4.8 percent. The historic and projected population of the Town is displayed in Figure 1-9.

Figure 1-9: Historic and Projected Population, Town of Glenmore, 1960-2025



Source: Wisconsin Department of Administration – Demographic Services Center, January 2004.

The WDOA also provides yearly population estimates for the years between the decennial censuses. The estimates for the years of 2001, 2002, and 2003 are 1,194, 1,197, and 1,204 respectively. Therefore, it appears that the new population projections accurately reflect the current growth and development patterns in the Town of Glenmore.

Based upon this information, a baseline projection of the housing units required for the 2025 population can be determined. According to the 2000 census, the Town has an average household size of 3.16 people per household. Dividing this amount into the 1,311 people projected to live in the Town by 2025 yields a result of 415 total housing units required for the future population. Subtracting the 382 existing housing units results in a need for a minimum of 33 additional housing units in the Town by 2025. The intent of this plan is not to identify specific sites for 33 new housing units but rather to

identify policies that will have as minimal an impact as possible on agricultural activities and the Town's rural character when the homes are proposed to be developed.

Summary

The Town of Glenmore is a rural area that is just beginning to feel the pressures of development as indicated by a 130-person population increase between 1990 and 2000. However, agriculture and the rural characteristics associated with it are of primary importance to the residents of Glenmore. Therefore, identifying ways to maintain its desired rural characteristics in a way that prepares the Town for future growth pressures, while ensuring that agricultural production is not hindered, is of primary importance in this planning effort.

The goals and objectives identified in the Issues and Opportunities chapter are intended to be reflective of residents' reality of today and vision for the future. The policies identified in each chapter will help to guide the Town in making changes to policies, procedures, and ordinances to ensure that the residents' vision for the future is implemented.

Based upon past trends in the Town of Glenmore and Brown County, Glenmore is projected to grow from 1,187 residents in 2000 to 1,311 residents in 2025. Although this not a very large increase (124 residents), Glenmore should be prepared for increased development pressures as Brown County residents continue to move out of the metropolitan area and look to move into more rural settings.

CHAPTER 2

Land Use

As presented in the Issues and Opportunities chapter, the Town of Glenmore desires to maintain its agricultural base and rural atmosphere. This section of the plan identifies the Town's existing land uses, and based on Glenmore's identified goals and objectives, it provides recommendations for the Town to implement in order to attain its desired future land uses and patterns.

Existing Land Use

In order to plan for future land use and development in Glenmore, it is necessary to consider existing land uses and development trends. A land use inventory, which classifies different types of land use activities, is an important means of identifying current conditions. In addition, by comparing land use inventories from previous years, various trends can be discerned that are helpful in establishing the plan for future land use. The Brown County Planning Commission conducts a countywide land use inventory every decade. Fieldwork for the most recent inventory was completed in June 2000 and updated in 2004. Using this data, the various land use categories were broken down by acreage. Figure 2-1 describes the land use composition of the Town, and Figure 2-2 identifies the location of the various land uses within the Town.

Figure 2-1: Town of Glenmore January 2004 Land Use Acreage

Land Use	Total Acres	Percent of Total
Single-Family	677.3	3.22%
Two-Family	1.6	0.01%
Total Residential	678.9	3.23%
Retail Sales	0.4	< 0.01%
Retail Services	1.5	0.01%
Total Commercial	1.9	0.01%
Manufacturing	14.4	0.07%
Wholesaling	8.3	0.04%
Extractive (Sand/Gravel Pits)	195.2	0.93%
Storage	3.5	0.02%
Total Industrial	221.4	1.06%
Streets and Highways	688.1	3.27%
Total Transportation	688.1	3.27%
Generation/Processing of Comm./Util.	3.5	0.02%
Transmission of Communication/Utilities	172.9	0.82%
Total Communication/Utilities	176.4	0.84%

Land Use	Total Acres	Percent of Total
Administrative/Governmental Facilities	4.3	0.02%
Religious and Related Facilities	7.2	0.03%
Total Institutional/Governmental	11.5	0.05%
Cropland/Pasture	16,911.2	80.45%
Agricultural Buildings	557.5	2.65%
Total Agricultural	17,468.7	83.1%
Water Features	12.1	0.06%
Woodlands	1,050.5	5.00%
Other Natural Areas	694.0	3.30%
Total Natural Areas	1,756.6	8.36%
Land Under Residential Development	12.1	0.06%
Total Land Under Development	12.1	0.06%
GRAND TOTAL	21,015.6	*99.98%

*Totals may not equal one hundred percent due to rounding.

Residential Land Uses

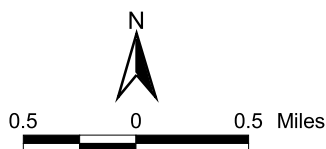
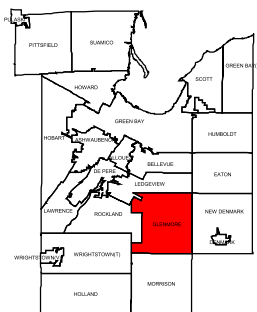
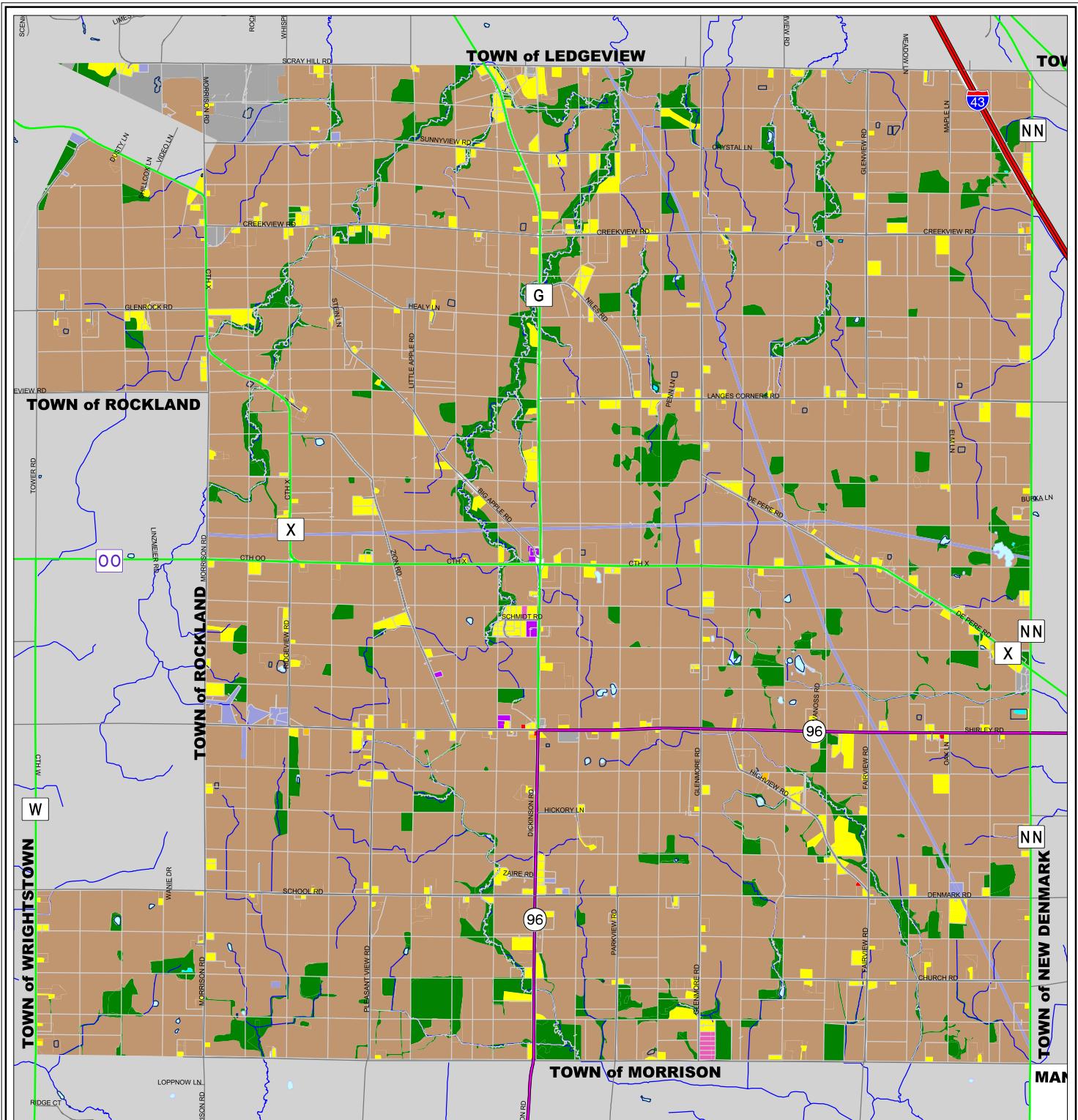
Residential land uses in Glenmore account for 678.9 acres, or 3.23 percent of the Town. Homes in Glenmore are very scattered and are without any real dense area or pattern of development, which is typical of many rural towns throughout Brown County. Residential uses tend to be located along existing town and county roads rather than on new roads created for the new development.

There are three small residential subdivisions in Glenmore. One is located just north and west of the Glenmore Community Center on Schmidt Road, the second is located in the western corner of the intersection of CTH X and De Pere Road, and the third (Aert's Subdivision) is located in the far southern part of the Town near the corner of Glenmore Road and Cooperstown Road. The Schmidt Road subdivision is conventional in design with the 15 lots generally ranging in size from one to two acres. The De Pere Road development is a 6-lot conservation subdivision with lots being three-quarters of an acre or less and separated by a 3-acre wooded outlet. Aert's subdivision is also conservation in nature with eight original building lots and a 15-acre conservation woodlot behind all the lots.

Commercial Land Uses

Commercial land uses are those that can typically be divided into retail and service-oriented businesses. Retail businesses may include grocery stores, video stores, or other similar uses where the patron is actually purchasing a good. Service-oriented

Figure 2-2
Existing Land Use
 Town of Glenmore, Brown County, WI



This is a compilation of records and data located in various Brown County and City of Green Bay offices and is to be used for reference purposes only. The map is controlled by the field measurements between the corners of the Public Land Survey System and the parcels are mapped from available records which may not precisely fit field conditions. Brown County/ City of Green Bay are not responsible for any inaccuracies or unauthorized use of the information contained within. No warranties are implied.

Map prepared by Brown County Planning Department, January 2005.

- | | |
|---|--|
| Single-Family Residential | Communications/Utilities |
| Two-Family Residential | Governmental/Institutional |
| Multifamily Residential | Parks and Recreation |
| Land Under Development | Open Space/Fallow Fields |
| Commercial | Agricultural |
| Industrial | Water Features |
| Roads | Woodlands or Natural Areas |
| Transportation | |

Source: Brown County Land Use Inventory, 2001.

commercial enterprises, such as accounting offices and dry cleaners, provide a service to a patron in exchange for payment.

Commercial uses in the Town occupy only 1.9 acres of land, or 0.01 percent of the total area of Glenmore. The few commercial activities in Glenmore are primarily located in the unincorporated community of Shirley, and there are also a few other individual commercial uses in the Town. Glenmore residents typically travel to the nearby communities of De Pere or Denmark for the majority of their commercial activities.

Industrial Land Uses

The large quarries in the far northwestern corner of the Town account for the vast majority of the industrial activity in Glenmore, with 195.2 acres in total. This compares to the total amount of industrial land in Glenmore of 221.4 acres, or 1.06 percent of the total land area of the Town. Other large industrial uses include the Shirley Feed Mill, Tower Pallet, and BelGioioso cheese plant. Additional small industrial uses are scattered around Glenmore.

Communication/Utilities

The two large power lines that traverse Glenmore account for 172.9 acres of land. When including the two wind turbines and many television and radio towers that are located throughout Glenmore, the amount of communication/utilities land in Glenmore totals 176.4 acres, or 0.84 percent of the total land area.

Institutional/Governmental Land Uses

Institutional/governmental land uses total 11.5 acres (0.05 percent) of land in Glenmore. The primary uses include the Glenmore Community Center and religious-related facilities (churches, parochial school, and cemeteries).

Outdoor Recreation Uses

There are no official outdoor recreational land uses in Glenmore; although, a snowmobile trail does cross the Town and is open for use by snowmobiles between December 1 and April 1, weather permitting.

Agricultural Land Uses

Agriculture and agricultural-related activities constitute the vast majority of the land uses in Glenmore, accounting for 17,468.7 acres (or 83.1 percent of the total area of Glenmore). There are many large tracts of unfragmented agricultural lands in the Town, which is desirable for efficient farming activities. When agricultural lands are fragmented, it is typically due to a natural stream or river corridor. However, some large homes that have been developed are in the middle of active farmland connected to the road by a long driveway, which consequently segments a large tillable parcel of land into two smaller ones.

Agricultural lands in the Town have decreased from 18,633.7 acres to 17,468.7 acres between 1980 and 2004. Although the Town has lost 1,165 acres of agricultural land over the past 24 years, this is only a decrease of 6.3 percent. This percentage decrease is likely due to some residential development but may also be due to technological advances in mapping and calculating land uses, which allows for greater precision than was available in 1980.

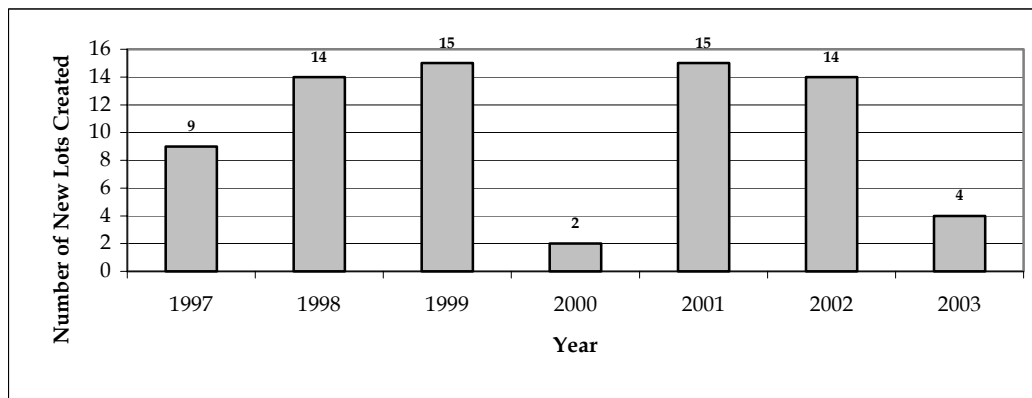
Natural Areas

Natural areas include woodlands, wetlands, stream corridors, and other areas that are not farmed and are largely in a natural state. Natural areas in Glenmore total 1,756.6 acres, or 8.36 percent of the land area. These natural areas in Glenmore are primarily associated with the small stream corridors that formulate the headwaters of Bower Creek and the Branch River. The natural areas along these streams are generally narrow in size. In addition to the stream corridors, there are a few isolated wetlands and woodlands scattered throughout the Town. Additionally, a small wooded segment of the Niagara Escarpment is evident in the far northwestern corner of the Town. Even though natural areas account for only 8.36 percent of the Town, they are a critical element of the rural character desired by the Town's residents. Therefore, maintaining or improving the natural areas in Glenmore would help to keep the Town's rural character intact.

Land Use Trend Analysis

Supply and Demand

Figure 2-3: Number of New Lots Created, 1997-2003.



Source: Brown County Planning Commission, 2004.

Since 1990, there have been 104 new lots created in the Town of Glenmore. Figure 2-3 breaks down the number of lots per year for the time-period of 1997-2003. Based on the 1997-2003 data, the Town has averaged about 11 new lots per year with a low of 2 in 2000 and a high of 15 in both 1999 and 2001. The creation of a new lot does not necessarily directly lead to new residential development. However, when paired with the average of 12 new residential building permits per year, it does serve as an indicator to the relative demand for new residential lots in the Town.

Land Prices

According to a review of Brown County Property Listing records from 1997 through 2003, raw agricultural land is being sold for an average of approximately \$2,400 per acre in the Town of Glenmore, with a high and low of about \$13,000 and \$200 per acre, respectively. The average of \$2,400 per acre is slightly below the 2003 Brown County average of \$3,564 per acre of land. This may be due to the relatively low development pressures faced by the Town of Glenmore as compared to areas of Brown County closer to the metropolitan area.

Opportunities for Redevelopment

Because Glenmore is an agricultural community, there has not been much development over the past few decades, thereby limiting the need for redevelopment activity. The only area of the Town that could be a candidate for redevelopment activities would be in the community of Shirley where there are a few buildings that could benefit from minor rehabilitation or redevelopment activities.

Existing and Potential Land Use Conflicts

Agricultural and Residential Uses

New residents to Glenmore should recognize that they are moving into an agricultural community and will, therefore, need to deal with the sights, smells, and other activities that characterize active farming operations in the Town. In order to minimize the potential conflicts between new residents and existing farming operations in the Town, new residential development should be sited in a way that creates the least number of problems for continued agricultural activity. New homes should preferably be sited in areas of inactive or poor quality farmland, and they should be located relatively close to new or existing roads, thereby limiting the negative impact long driveways have on farming. The residential subdivision at the corner of De Pere Road and CTH X is a good example of how new development can be sited to minimize the potential negative impacts on active farming operations.

Sand/Gravel Pits and Residential Uses

A second area of potential conflict is between the existing active sand/gravel pit operations and future residential development. Active pits, with the large amount of heavy truck traffic, blasting, and machinery operations, are not typically compatible with residential development. Up to this point, conflicts have been kept to a minimum due to the distance between the active quarries and the relatively few homes in the Town. However, the Town should be aware of the existing quarries and ensure that new developments (if not kept from locating near the quarries) provide adequate buffers and notification to potential homeowners that there are active quarries located nearby.

General Land Use Compatibility

Throughout the 20-year vision for this plan, Glenmore should review new development proposals and be aware of potential impacts on agriculture. A mixture of uses

(residential, commercial, recreational, etc.) within development proposals should be considered when the potential mixed uses are of a design, scale, and use that would blend in well with the overall development and character of the Town. However, those uses that are noxious in nature or may have safety or other concerns for residents living nearby should remain separated from residential developments.

20-Year Projections in 5-Year Increments

Past Land Use Trends

The State of Wisconsin Comprehensive Planning Law requires communities to project their future land use needs for residential, commercial, industrial, and agricultural lands for a 20-year period in 5-year increments. In order to provide a historical perspective on land uses in Glenmore, the land use acreages from 1980 were compared to the 2004 update. Figure 2-4 identifies the changes in land uses over this 24-year period. As is evident from the chart, residential and industrial land uses have increased, while commercial and agricultural uses have decreased. The apparent dramatic decrease in commercial lands between 1980 and 2004 is likely due to land use classification changes, while the increase in industrial lands is due to the inclusion of the quarries in the industrial classification. Also, land use inventory techniques since 1980 have become much more refined and accurate through the use of Geographic Information System (GIS) mapping technologies. This accounts for the differences in total acreage for the Town between 1980 and 2004.

The primary changes in Glenmore have come in the residential and agricultural land use categories where residential lands increased by 335 acres (97.4 percent) and agricultural lands decreased by 1,165 acres (-6.3 percent). Although this may appear to be a large change for both categories, Glenmore has actually seen a significantly lower decrease in agricultural lands and significantly lower increase in residential lands over the past 20 years as compared to almost all other Brown County communities.

Figure 2-4: Changes in Glenmore Land Use, 1980–2004

Land Use	1980 (Total Acres)	2004 (Total Acres)	Difference 1980-2004	Percent Change
Residential	344 acres	679 acres	+335 acres	+97.4%
Commercial	38 acres	2 acres	-36 acres	-94.7%
Industrial	67 acres	221 acres	+154 acres	+229.9%
Agricultural	18,634 acres	17,469 acres	-1,165 acres	-6.3%

Source: Brown County Farmland Preservation Plan, 1990 Update; Brown County Planning Commission, 2004.

Based on the results of the visioning session and input from the CAC, it is evident that maintaining the agricultural base and rural character of the Town is the primary goal of this plan. Therefore, future growth is not expected to be any greater than was experienced in the past 20 years.

Future Land Use Projections

The following acreage analysis and projection is not intended to be a strict determination of exactly how much land will be needed in Glenmore over the next 20 years. Rather, it is an estimate based on past trends and population projections to give the CAC, Planning Commission, and Town Board an idea of what they are looking at in terms of future growth in Glenmore. This information should be used to set policies that continue to direct the Town's growth into areas that have as minimal an impact on agricultural production and Glenmore's rural character as possible.

Based on the population projections provided by the Wisconsin Department of Administration in the Issues and Opportunities chapter, the Town's population is expected to increase by a nominal 124 people between 2000 and 2025, resulting in a total future population of 1,311 people. Therefore, Glenmore will need an additional 33 housing units in the Town by 2025 to account for the anticipated population increase.

A review of Certified Survey Maps for the past five years in the Town indicates that the majority of new lots created in the Town are generally between one and two acres with a few larger lots. The larger lots have a proportionally larger impact on the land than do the smaller lots. Therefore, an average lot size of two acres will be utilized, while understanding that the majority of new residential lots will be closer to one acre in size. The Town generally encourages smaller residential lots to minimize the amount of land taken out of agricultural use. Multiplying the average 2-acre lot size with the projected 33 housing units needed for the next 20 years of growth results in a minimum of 66 acres of residential land.

The land use inventory found that the current ratio of land uses in the Town is approximately 340 acres of residential development for every 1 acre of commercial development and 111 acres of industrial development. However, the industrial acreage is almost entirely from the large quarries located in the far northwestern part of the Town. Since the Town is not anticipating any large-scale expansion plans for the quarries, the current and, therefore, future industrial acreages are inflated due to the large land areas that the quarries require.

Applying the ratios to the 33 acres needed for residential development yields the need for another 22 acres of industrial lands during the 20-year planning period, while there is not anticipated to be any demand for new commercial lands in the Town. However, since projections cannot account for individual entrepreneurship, should a commercial use be presented to the Planning Commission and Board over the time-period of this plan, it should be considered based on the information in the Economic Development chapter. Therefore, based on the projections, Glenmore will need an estimated 44 total additional acres of residential and possibly industrial uses. In most communities, street rights-of-way are calculated into the projection. However, since the projected future needs are minimal and most development will take place along existing roads, rights-of-way were not factored in.

Based on these projections, the estimated acreage requirements are broken down into 5-year increments, per the requirement of the Wisconsin Comprehensive Planning Law. Figure 2-5 identifies the tabular 5-year growth increment acreage projections for the

Town of Glenmore. Since there is not expected to be any public sewer or water service in Glenmore, the increments are not mapped out.

Figure 2-5: 5-Year Growth Increments for the Town of Glenmore

Use	Year				
	2004 (existing)	2010	2015	2020	2025
Residential	679	695	712	728	745
Commercial	2	2	2	2	2
Light Industrial	221	227	233	238	243
Agricultural	18,634	18,615	18,596	18,576	18,557

The future projections are much lower in terms of total acreage required than what was experienced between 1980 and 2000. This is likely due to a number of reasons but primarily because land use inventory techniques have been greatly refined and have become much more accurate since the 1980 inventory. A second potential reason for the difference between the two 20-year periods is that in the past there may have been larger residential lots created for individual homes as opposed to the current policy of encouraging smaller lots to preserve farmland. Therefore, the Town will experience a minimum of 77 acres of total development, and based on the information from 1980 to 2000, it's likely that the actual total number of acres developed will be higher.

Future Land Use Recommendations

The Town of Glenmore wishes to keep its identity as an agricultural community and, at the town-wide visioning session, has identified preserving farmland as its top issue. Therefore, future development proposals should be reviewed with their impact on agricultural production in mind. The following recommendations attempt to provide the Town with the tools to ensure that future development fits in with the Town's stated goals and objectives. Figure 2-6 is a map showing the future land use in Glenmore.

Residential Development

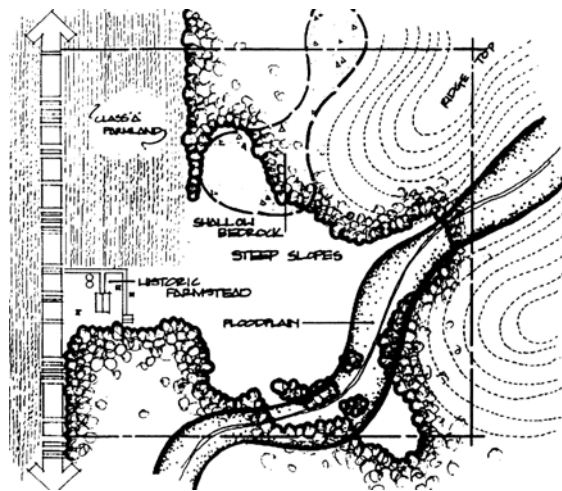
The Town does not wish to encourage large subdivisions in Glenmore. However, small-scale subdivisions (approximately 5-10 lots) that minimize their impact on agriculture may be considered. In order to help maintain Glenmore's rural feel, conservation subdivisions should continue to be the required method of subdivision platting activity within the Town. Conservation subdivisions are particularly appropriate where there may be future trail connections, where there are critical environmental features that the Town wishes to maintain, and where the land is not utilized for farming. Conservation subdivisions should protect more than just those areas of the subdivision that are considered undevelopable (wetlands, floodway, and other environmentally sensitive areas). They should also protect those features of the landscape unique to the Town, such as picturesque views, upland woodlands, archeological sites, orchards, or other agricultural-related activities.

Conservation designed development is a subdividing method that focuses on maintaining open space and conserving significant natural and cultural features. This is accomplished by preserving a significant portion of a development site as undivided

open space with the remaining land uses for the house lots and necessary roads. The open space is permanently preserved through conservation easements. Conservation subdivisions provide the landowner with the same number, or possibly more, lots than could be accomplished through a conventional subdivision.

The conservation example below uses the same number of house lots from the conventional layout but completely alters the design by simply reducing the lot size and being sensitive to the environmental features in order to preserve farmland. The following sketches are from "A Model Ordinance for a Conservation Subdivision," prepared by the University of Wisconsin Extension.

Step 1: Inventory and mapping of existing resources for a hypothetical 40-acre site.



Step 2: Development yield as permitted under existing ordinances (zoning, etc.) for the 40-acre site and assuming a 5-acre minimum lot size zoning standard. Eight lots would be permitted under this scenario.

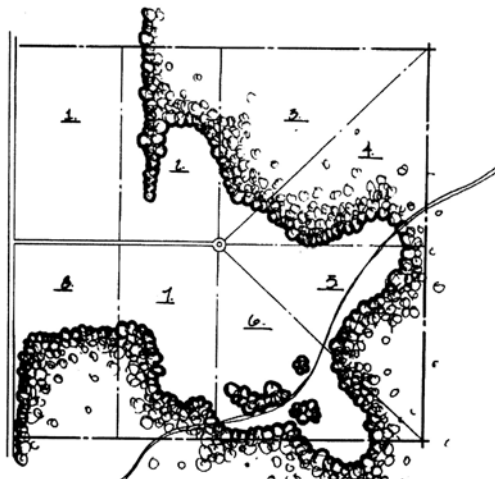
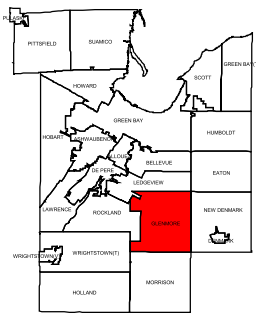
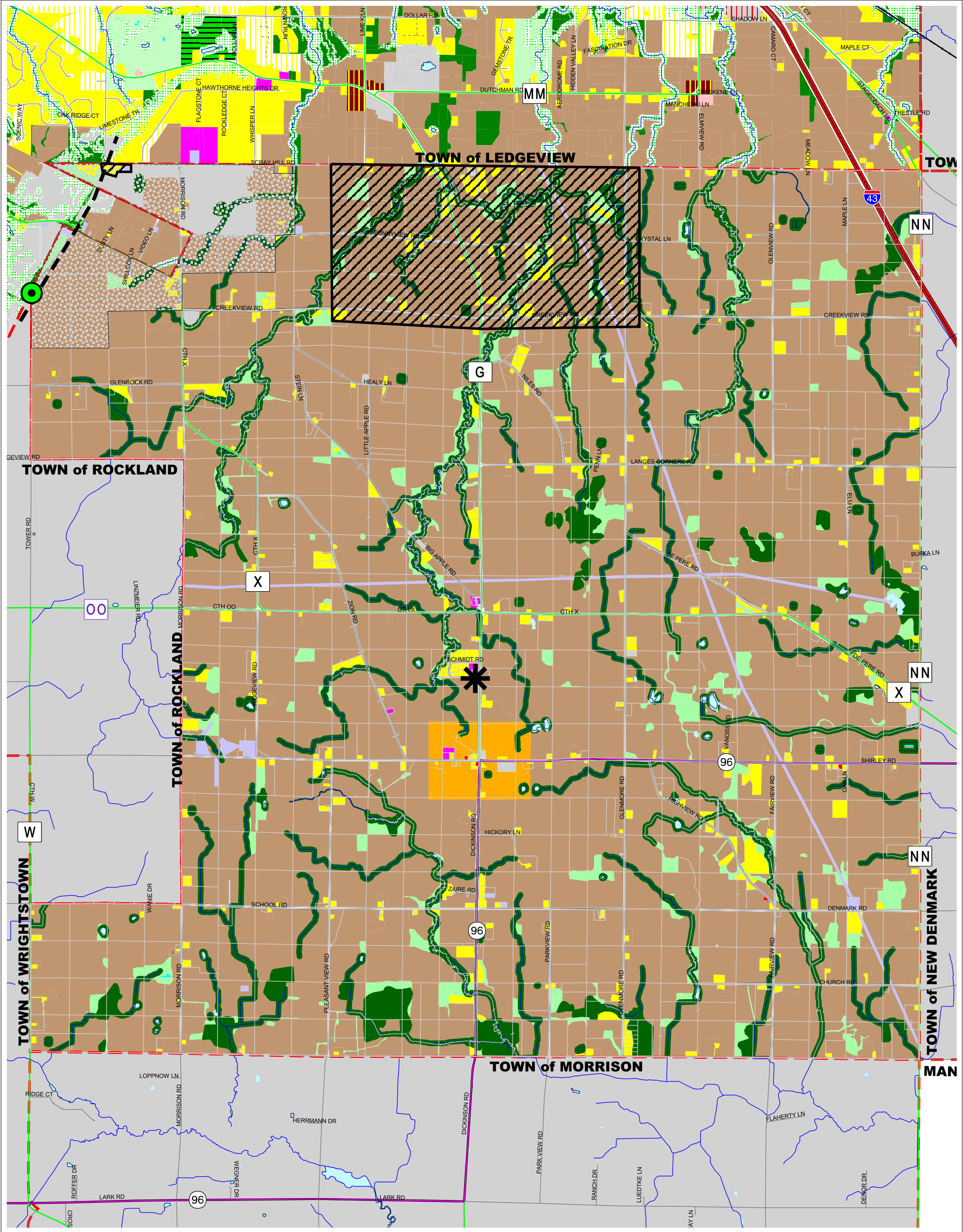


Figure 2-6

Future Land Use

Town of Glenmore, Brown County, WI



0.5 0 0.5 Miles

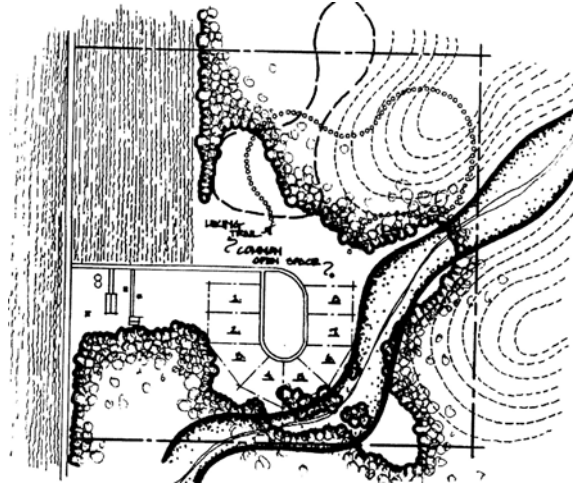
This is a compilation of records and data located in various Brown County and City of Green Bay offices and is to be used for reference purposes only. The map is controlled by the field measurements between the corners of the Public Land Survey System and the parcels are mapped from available records which may not precisely fit field conditions. Brown County/ City of Green Bay are not responsible for any inaccuracies or unauthorized use of the information contained within. No warranties are implied.

Map prepared by Brown County Planning Department.
January, 2005.

- Agriculture
- Environmentally Sensitive Area
- Communications and Utilities
- Commercial
- Government and Institutional
- Industrial
- Existing Natural Areas
- Residential
- Roads
- Water Features
- Shirley Town Center

- Potential Quarrying Activity
- Cooperative Service Area
- Future County Park
- Future Town Park
- Future Trail

Step 3: Concept map of the conservation subdivision showing the eight lots that would be permitted, plus the historic farmhouse that would be preserved, for a total of nine dwelling units.



The following are some observations from comparing the conventional subdivision to the conservation by design subdivision:

- Conventional layout – all parts of the tract are either house lots or roads.
- Conservation layout – close to half of the site is undivided open space or agricultural land that can be permanently preserved.
- Conventional layout – view from across the road to the trees and creek is disrupted, and houses can be seen in all parts of the development.
- Conservation layout – view from across the road to trees and creek is almost entirely preserved.
- Conventional layout – only four property owners have access to parts of the creek.
- Conservation layout – all property owners have access to the length of the creek.
- Conventional layout – no common space; each lot owner only has use of his own 5-acre parcel.
- Conservation layout – creates a number of common open space areas with a large area remaining for active agricultural use.
- Conventional layout – no pedestrianways unless sidewalks are included in the construction of the roads.
- Conservation layout – trail network can be completed and can link with neighboring subdivisions and/or regional trail or parkway network.
- Conventional layout – no area for neighborhood facilities.

- Conservation layout – central green area could include children’s play area, shelter, or other amenities.

The Town’s current zoning ordinance identifies conservation subdivisions as a conditional use in the R-1 Residential and R-R Rural Residential zoning districts. Given the strong desire of Glenmore’s residents to retain the Town’s rural character and agricultural resource, the conservation by design subdivisions offer a preferable alternative to typical subdivisions with large house lots blanketing entire tracts of land. Therefore, conservation subdivisions should continue to be the required design when new subdivision plats are proposed within the Town of Glenmore and should be a permitted use in these two zoning districts, rather than a conditional use. Particular attention should be given in the design of the conservation subdivision to minimize its impact on active agricultural land and farming activities.

The impact of the creation of new residential parcels of land on active agricultural and farming activities should be minimized. In order to decrease the fragmentation of farm fields by driveways, homes should (as much as possible) be located close to the road that provides frontage. Long driveways create divisions within a field and create disincentives to the continued farming of the land, in addition to creating difficulties for emergency vehicles. In order to further minimize the disruption that residential development causes to farming, new homes should, whenever possible, be situated along fencelines, on unproductive agricultural lands, or in areas that are not farmed. The Town should also continue its policy of requiring rezoning for all new residential development in order to require the placement of a new home in as least obtrusive location to farming as possible. Additionally, where new individual residential lots are created, the parcel size should be as small as possible to maintain larger blocks of agricultural land.

The “Cooperative Service Area” identified on the Future Land Use Map is the area of the Town of Glenmore that would be eligible for public sewer and water should the Town of Ledgerview successfully incorporate, and Glenmore requests the provision of those services. Prior to providing those services, Glenmore should work with the Brown County Planning Commission or other planning agencies to create a detailed neighborhood plan for this area of the Town. The neighborhood plan would address issues that are currently not detailed in this plan, such as timelines for the provision of public sewer and water, lot sizes, and uses that are compatible for more intensive development.

Subdivision and Street Connectivity

Since there are very few subdivisions located in Glenmore, there is currently not a pressing need to connect developing subdivisions through internal street patterns rather than utilizing the existing Town roads to walk, bike, or drive to an adjacent subdivision. However, in the event that larger-scale subdivisions are proposed in Glenmore, the Town should require a well-connected street pattern as discussed in the Transportation chapter. Where there are environmental or developmental constraints to connecting streets, cul-de-sacs may be used, but their use should be limited to the aforementioned situations.

As subdivisions are proposed in Glenmore, the Town should look at the surrounding parcels of land and envision how internal streets could be developed in the future to

maximize the amount of connectivity between the proposed subdivision and future developments. Requiring developers to work with the surrounding property owners to create an Area Development Plan for future street connections is one means to ensure future connectivity. This does not mean that the surrounding property owners have to develop or even have to have any intention of developing. However, in the event that they do decide to bring a proposal forward, there is a plan in place for internal street connections to the existing subdivision, thereby minimizing the pedestrian, bicyclist, and vehicle impacts on the existing Town roads.

Pedestrian Network

As conservation subdivisions are developed in Glenmore, the Town should review the Brown County Open Space and Outdoor Recreation Plan for potential links in the proposed countywide parkway/trail system. The proposed Southern Escarpment-Neshoto River Parkway is along the northwestern corner of the Town adjacent to the Niagara Escarpment and proposed County park at the site of the former Eastside Landfill.

Additionally, individual developments that are not in the vicinity of the proposed parkway are still encouraged to develop a local trail system that could feed into the proposed parkway or even provide a simple loop for residents to exercise on. As mentioned, trails provide areas for exercise, as well as alternative routes, for children, adults, and the elderly to travel on foot or bicycle from place to place without having to compete with vehicles for space on town, county, and state roads.

Parks and Open Spaces

Glenmore does not currently have any official parks or other public lands in the Town. However, protection of some of the Town's unique natural features would help maintain the Town's rural character and preserve areas for future residents of Glenmore. The proposed County park and parkway on the Niagara Escarpment would increase the recreational opportunities to residents of Glenmore and further complement the other County parks that are relatively nearby (Way-Morr, Neshota, Lily Lake, and Fonferek's Glen).

Additionally, since the nearest local active park facilities (playground, ball-field, etc.) are in Denmark, De Pere, and Ledgeview, Glenmore should consider the development of a small active park adjacent to the Glenmore Community Center. A park in this location would help to create a sense of identity and place for the Town, in addition to providing a relatively low-cost service to residents. Equipment that should be considered at a minimum includes a small jungle gym, park bench, and trees. Additional amenities to consider at a later date would include a grill, picnic table, open-air shelter, and a small unlighted ball diamond.

There are a number of grant programs available through the Wisconsin Department of Natural Resources that provide matching grants to local communities to purchase land or develop parks through the Stewardship program. If the Town utilizes volunteers and fund raisers to raise funds for development of a park or purchase of a conservancy area,

the volunteers' labor and funds may be used to cover the local match to a Stewardship grant. The Implementation chapter describes the programs in detail.

Shirley Town Center

The unincorporated community of Shirley, located at the intersection of STH 96 and CTH G near the center of the Town, has long been the social and economic hub of Glenmore. Located in Shirley are a tavern, a feed mill, a raw milk trucking company, a church, vacant commercial/residential building, and seven homes.

Shirley should continue to serve the existing needs of the community through the businesses and services that are already there, and if new businesses or services look to develop in Glenmore, they should be encouraged to locate in Shirley. The town center is envisioned to be the focal point of the Town of Glenmore with a mixture of residential and business uses. However, due to the lack of public sewer or water, the density or scale of development will not be as large as would be found in other places with these services.

Businesses that should be considered for location in Shirley include those that provide goods and services to Glenmore residents (hair salon, convenience store, etc.) or those that are affiliated with the Town's agricultural economy (implement sales/service, etc.). Of course, businesses or industries that are noxious in nature, such as an asphalt plant or fertilizer production, should be located in areas that are as far as possible from existing homes and businesses.

The local landowners around Shirley play an important role in the future of Glenmore, and as long as they wish to continue to farm the land, they should certainly be encouraged to do so. In the event that they decide to sell off parts of their land near Shirley for uses other than agricultural in nature, the new development should be designed in a manner consistent with a focal point for the Town and the concepts presented in this plan.

Commercial and Industrial Development

The eighth ranked issue to come out of the town-wide visioning session was to "define a centralized commercial and/or industrial area in the Town while keeping in mind the impacts of these developments." The most likely locations for this type of development are in the unincorporated community of Shirley and potentially in the northern part of the Town that could be served by public sewer and water should the Town of Ledgeview incorporate.

Commercial and light industrial development in Shirley should be designed in a manner that creates a pleasing visual appearance, is approachable to bicyclists, pedestrians, and vehicles, and does not detract from the rural character of Glenmore. This may include requiring new businesses to have monument-style signage, parking lot landscaping, provision of sidewalks, and architecture consistent with a town center. Individual industrial or commercial uses should be located near intersections along state and county trunk highways to minimize the wear and tear on Town roads.

Glenmore should also consider future commercial and industrial development in the northern part of the Town that could be served by public sewer and water should the Town of Ledgeview successfully incorporate. This area is identified on the Future Land Use Map as the “Cooperative Service Area.” Since public services may be available, this area could support more intensive commercial or industrial uses, which may build the Town’s tax base. However, large commercial or industrial developments are not typically conducive to maintaining the rural character or agricultural production in the Town unless the businesses are complementary to agricultural activities (vegetable processing, milk/cheese processing, etc.). These intensive uses should be developed and designed with as minimal a disruption to agricultural activities and the rural character of the Town as possible.

Quarries/Nonmetallic Mining Operations

Daanen & Janssen, Inc. and Northeast Asphalt are both planning to continue operating and expanding their quarries in the northwestern corner of the Town. The potential areas of operation are identified on the Future Land Use Map and are intended to provide notice to those existing and future residents in this part of the Town that quarrying can be expected to continue and may expand into these areas. Therefore, it is important that future residents understand that quarrying and the associated blasting, vibrations, dust, and truck traffic may impact them should they decide to live next to a quarry. It is also important for the quarry owners to continue to operate the quarry in as neighborly and environmentally-sound means as possible. The fact that these areas are designated on the Future Land Use Map does not mean that new or expanded quarries in these areas will receive automatic approval from the Glenmore Town Board. Any quarrying expansion should be judged on its own merits, including impact on adjacent property owners, traffic, agricultural activity, natural resources, and overall rural character of the Town.

Existing and new nonmetallic mining operations should continue to be allowed provided they follow the requirements set forth in Section R “Earth Excavations” in the Town of Glenmore Zoning Ordinance. Nonmetallic mining operations should be sited in such a way that minimizes the fragmentation of large farm fields and does not impede continued agricultural production on neighboring properties.

Community Design Characteristics

Businesses, public facilities, homes, and industries need to be designed in such a way that is sensitive to the rural character and agricultural base of Glenmore. This would include unobtrusive signage, landscaped parking lots, homes that are placed in areas that minimize their impact on farming, and an overall minimizing of their impact on the rural landscape that typifies the Town.

Should new businesses locate in Shirley, they should be designed in a manner that is consistent with a small “downtown.” Commercial buildings should be located close to the street with a sidewalk in front and parking in the rear to ensure easy access for local residents who wish to walk or bike. The parking lots should be landscaped to help blend into the rural character of the community rather than just a large blank asphalt area.

Infill and Redevelopment Opportunities

Since the Town is so rural in nature, there really aren't any areas of the Town that are developed at dense enough levels to qualify nearby areas for "infill" development. However, there are a few buildings in Shirley that could be rehabilitated or redeveloped for commercial or residential uses.

Natural Areas

Natural resource features provide Glenmore with a large part of its identity as a community. The Branch River, Niagara Escarpment, Scray's Hill, and numerous streams and wetlands all contribute to the Town's rural feel and should be protected as much as possible. Features of the Town that are identified as environmentally sensitive areas (ESAs), such as wetlands, floodways, and steep slopes, should not be developed and should be placed in a conservancy zoning district or as part of the greenspace requirements of conservation subdivisions. These features should be included in the design of developments as integral amenities, maintained in common ownership, and utilized in the design of stormwater management facilities.

The Niagara Escarpment is home to many endangered or threatened plants and animals along its length from northern Illinois through Brown County, Ontario, and Niagara Falls. Therefore, whenever there is an opportunity to preserve a part of this very unique feature, Glenmore should actively pursue it. There are a number of public and nonprofit agencies that could assist the Town in identifying funding resources and development design techniques that could help in preserving pieces of the escarpment.

There are a number of streams that have part of their headwaters in the Town of Glenmore. Included among them are the Neshota, Branch, and Bower Creek. Protecting the springs and wetlands that provide base flows to these headwaters is critically important to keeping the streams, as well as the larger rivers they flow to, healthy for fish populations. Incorporating the headwater springs or wetlands into the greenspace requirements of conservation subdivisions is one method of ensuring the continued health of the streams.

Since vegetative buffers as narrow as 30 feet between row crops and a stream can remove up to 90 percent of the potential sediments that would otherwise run into the stream, Glenmore should continue to support the Brown County Land Conservation Department's efforts in implementing the Brown County Streambank Protection Ordinance, which requires buffers on all 1,200 miles of intermittent and perennial streams in the County. The ordinance, adopted in 1991, requires a minimum area of 35 feet free of row crops, which is planted with grass, to be maintained between agricultural fields and all intermittent and perennial streams mapped on USGS quadrangle maps. The vegetative buffers can remove up to 90 percent of the sediments that would otherwise enter the stream. Landowners are eligible for a grant of 70 percent of installation costs, such as seeding and shaping, and a \$500 incentive for each acre taken out of production. Once in place, the buffer is perpetual and is attached to the land deed.

Agriculture

Agriculture is envisioned to remain the primary land use and economic activity in Glenmore for the foreseeable future. Therefore, it is imperative that future residential, commercial, or industrial developments do not create impediments to the successful continuation of agricultural activity in the Town. Keeping new homes and businesses from locating in the middle of active farm fields, minimizing the length of driveways, and using as small a lot as possible for new development are all examples of ways Glenmore can keep farming viable in the Town.

Glenmore has historically been a community of small family-run farms and wishes to continue that tradition. Recent changes in the Wisconsin statutes mean that the Town may not deny a large-scale farm from locating in the Town if the land is zoned for agriculture and when there are no scientifically valid reasons why the farm cannot locate in the Town. However, new large-scale livestock or other large-scale farming operations, if located in Glenmore, need to ensure that they will be operated in as environmentally- and culturally-sensitive manner as possible. New large-scale livestock facilities will need to respect the wishes and concerns of existing neighbors and farmers alike when it comes to manure hauling and spreading, hours of operation, etc.

As discussed in the Economic Development chapter, entrepreneurial agriculture provides opportunities for diversification within the agricultural market. Direct farm-to-market sales and small-scale value-added production are only two examples of the many ways local farms in Glenmore can exploit niche markets. The Town should strongly encourage local farms to undertake entrepreneurial agriculture by reviewing its zoning ordinance to ensure it does not present barriers to these activities.

Summary of Recommendations

- Ensure agriculture remains the primary land use and activity in the Town.
- Discourage as much as possible, within the standards to be determined under the Livestock Siting Standards Act, large-scale farming operations in Glenmore. If permitted under the Livestock Siting Standards Act, the operation should be operated in a manner that is environmentally-sound and community-friendly.
- Review the Town's zoning ordinance to ensure it allows for entrepreneurial agriculture activities.
- Place new homes or businesses in areas that are not actively farmed or minimize their impact on farming, such as along fence-lines, in woodlands, or otherwise unproductive agricultural land.
- New parcels of land for residential development should be as small as practicable to limit the fragmentation of large parcels of agricultural land.
- Require new homes or businesses to be located close to the road they front on in order to minimize the fragmentation of agricultural lands from long driveways and to provide better access for emergency vehicles.

- New subdivision development should be in the form of small-scale conservation subdivisions consistent with the Town's existing conservation subdivision section in the Town's zoning ordinance. Conservation subdivisions should be the permitted use rather than a conditional use.
- Ensure that the open space from a conservation subdivision has a designated owner and that maintenance responsibilities are defined. Potential owners include the Town, a private landowner with a deed restriction for no future development, a homeowners association, or a land trust. Responsibility for ownership and maintenance of the open space should be determined in writing prior to final plat approval.
- Where consistent with the Brown County Open Space and Outdoor Recreation Plan or a locally developed trail plan, consider the placement of a pedestrian trail within the required common space of a conservation subdivision.
- Ensure new developments have future street connections identified next to neighboring properties through the development of Area Development Plans to maximize internal street connectivity unless there are environmental or developmental constraints.
- Coordinate with the Brown County Park Department and the Towns of Rockland and Ledgeview to make the proposed park at the site of the former East Landfill a reality.
- Identify potential conservation areas, such as the Niagara Escarpment, in the Town that should be considered for preservation for future generations.
- Consider the development of an active park near the Glenmore Community Center through grant funding and volunteer labor and fundraising.
- Continue to make Shirley the social and economic hub of the community by encouraging new businesses that would serve local residents to locate there. New commercial buildings should be designed in a manner consistent with the rural character of the community.
- If not located in Shirley, commercial and/or industrial businesses should be located in nodes at or near intersections on the county trunks or state highways rather than in long strips.
- Site future nonmetallic mining operations in a manner that maintains large blocks of agricultural land.
- Should Ledgeview incorporate and provide public sewer and water to the northern part of the Town of Glenmore (as identified in their future boundary agreement) prior to opening the area up for intensive development, Glenmore should develop a detailed local area plan that would identify required public services and appropriate land use patterns.
- More intensive businesses and industries that support agriculture should be encouraged to locate in this area.
- Incorporate headwater springs or wetlands into conservancy zones or greenspace requirements of conservation subdivisions.

- Continue to support the efforts of the Brown County Land Conservation Department in implementing the vegetative buffers contained in the Brown County Streambank Protection Ordinance.

CHAPTER 3

Transportation

This section of the plan discusses the existing transportation system and recommends methods of creating a safe and efficient transportation system in the Town.

Existing Transportation System

Streets and Highways

Glenmore currently contains many town roads, five county roads, and one state highway (STH 96). A small portion of Interstate 43 runs through the northeast corner of the Town (see Figure 3-1 for a map of the Town's roads and highways). These roads and highways are currently the primary means of reaching the Town's destinations.

Functional Classification System

A component of a street and highway system is the functional classification network. This network is typically based on traffic volumes, land uses, road spacing, and system continuity.

The four general functional classifications are freeways, arterials, collectors, and local streets. These classifications are summarized below.

Freeways: Freeways are fully controlled access highways that do not have at-grade intersections or driveway connections. I-43 is a local example of a freeway.

Arterials: Principal and minor arterials carry long-distance vehicle trips between activity centers. These facilities are designed to provide a very high amount of mobility and very little access.

Collectors: Collectors link local streets with the arterial street system. These facilities collect traffic in local areas, serve as local through routes, and directly serve abutting land uses.

Locals: Local roads and streets are used for short trips. Their primary function is to provide access to abutting land uses, and traffic volumes and speeds are relatively low.

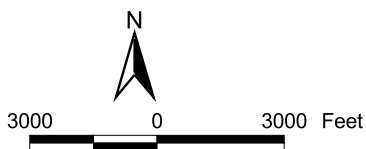
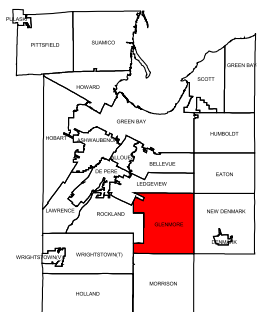
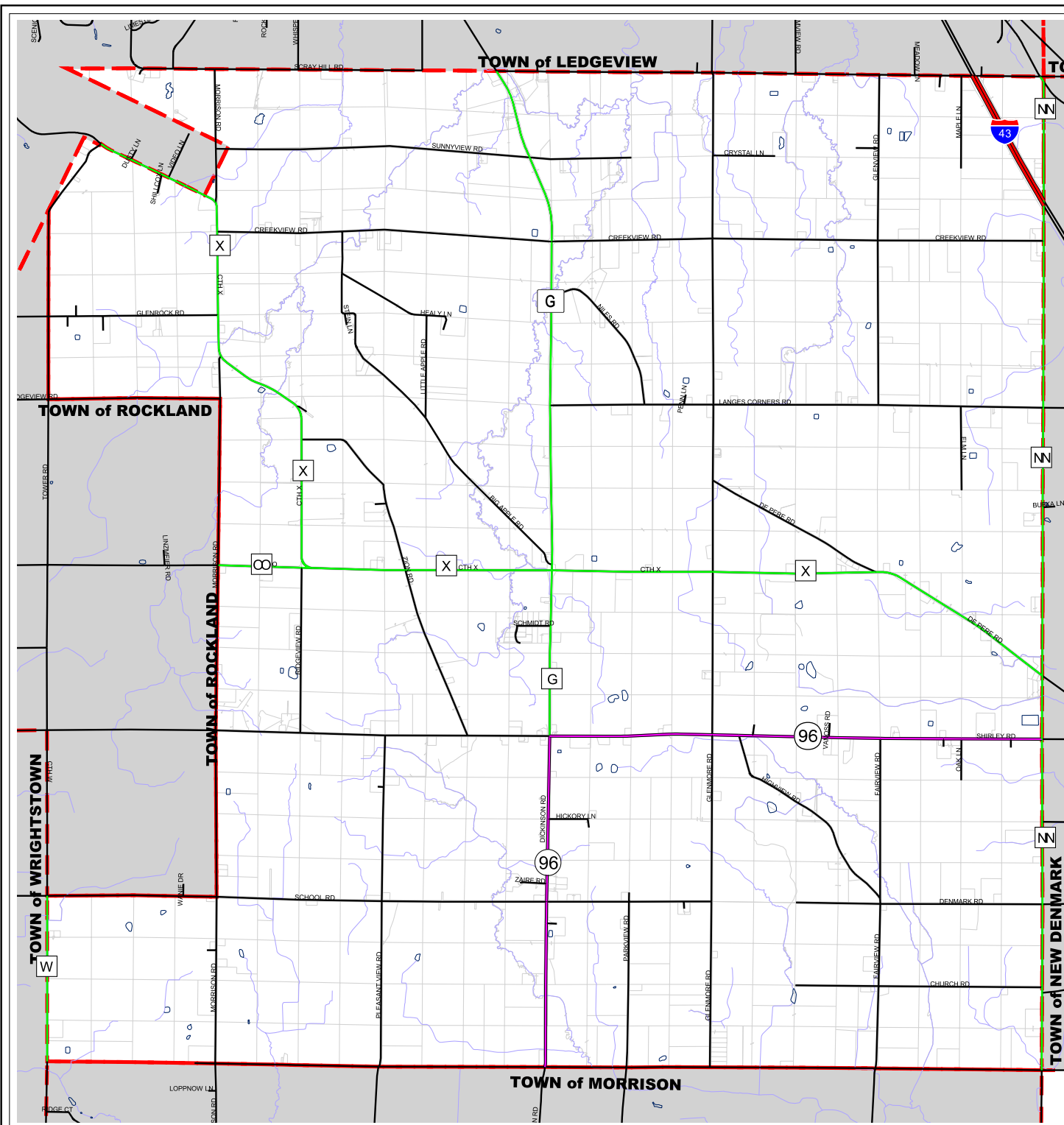
Traffic congestion is not currently a problem in Glenmore. Figure 3-2 shows the Town's existing functional classification system.

Pedestrian and Bicycle Facilities

As mentioned, Glenmore's existing transportation system is largely comprised of town roads and county highways. Sidewalks or bicycle facilities do not exist on or along any roads or highways in the Town.



Figure 3-1 Street Network Town of Glenmore, Brown County, WI



Existing Transportation System

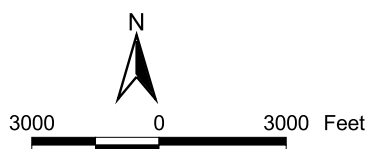
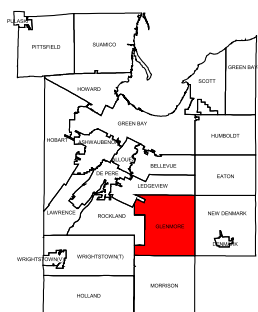
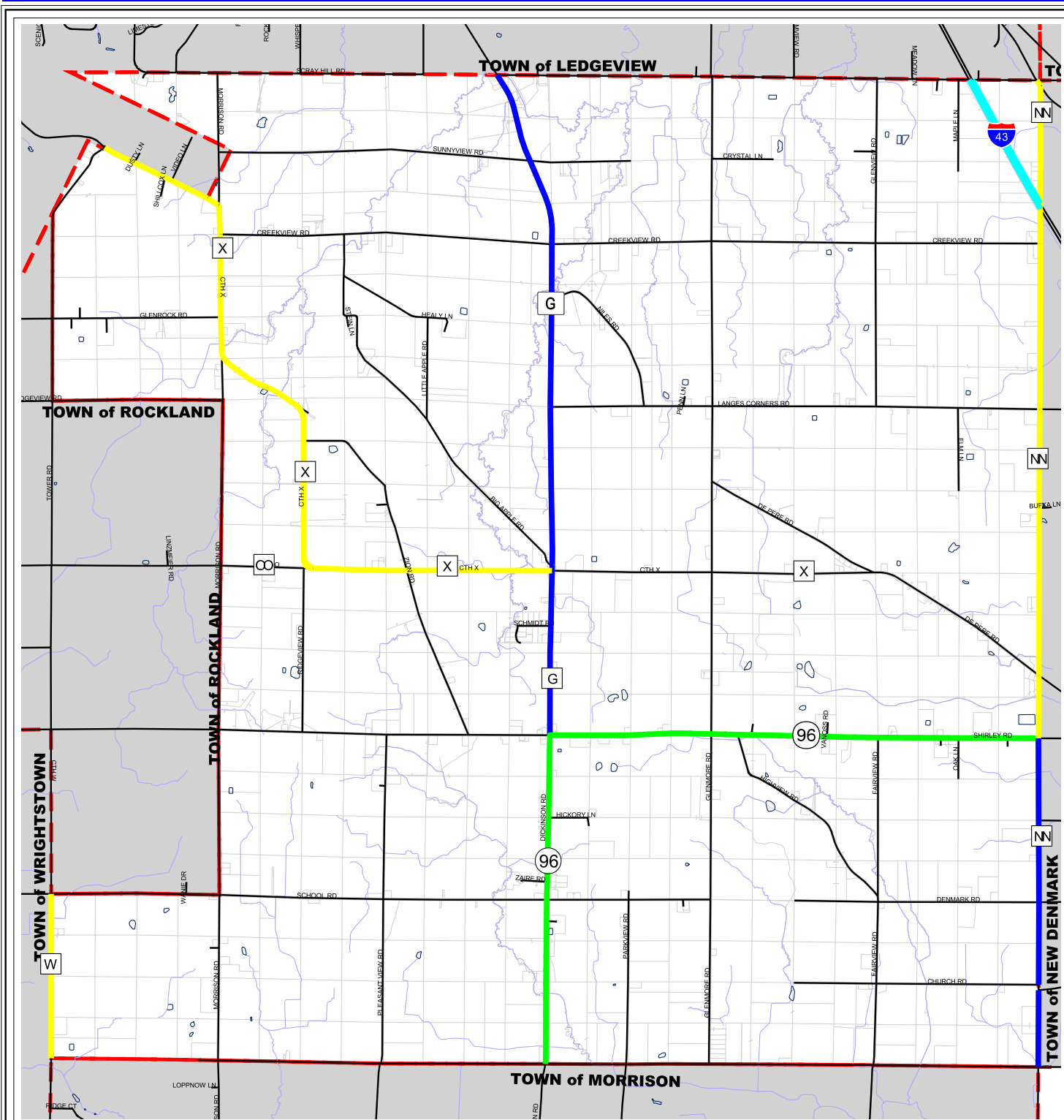
- Interstate
- State Highway
- County Highway
- Local Road
- Municipal Boundary

This is a compilation of records and data located in various Brown County and City of Green Bay offices and is to be used for reference purposes only. The map is controlled by the field measurements between the corners of the Public Land Survey System and the parcels are mapped from available records which may not precisely fit field conditions. Brown County/ City of Green Bay are not responsible for any inaccuracies or unauthorized use of the information contained within. No warranties are implied.

Map prepared by Brown County Planning Department.
August, 2004.



Figure 3 - 2 Functional Classification Town of Glenmore, Brown County, WI



This is a compilation of records and data located in various Brown County and City of Green Bay offices and is to be used for reference purposes only. The map is controlled by the field measurements between the corners of the Public Land Survey System and the parcels are mapped from available records which may not precisely fit field conditions. Brown County/City of Green Bay are not responsible for any inaccuracies or unauthorized use of the information contained within. No warranties are implied.

Map prepared by Brown County Planning Department.
August, 2004.

Functional Classification

- Interstate
- Rural Minor Arterial
- Rural Major Collector
- Rural Minor Collector
- Local

----- Municipal Boundary

Transit

Green Bay Metro Fixed Route Service

Glenmore is not currently included in the Green Bay Metro service area, and it is unlikely that fixed route transit service will be extended to the Town within the 20-year planning period.

Specialized Transportation Services for the Elderly and People with Disabilities

Green Bay Metro

Green Bay Metro's elderly and people with disabilities transportation provider does not currently serve Glenmore because the Town is not included in Metro's fixed route transit service area.

American Red Cross Transportation Service

The Lakeland Chapter of the American Red Cross provides transportation services in portions of Brown and Door Counties to people with disabilities and to those who are 60 years of age or older. The service is available to qualifying individuals for employment, nutrition, and medical purposes. A \$1.00 per one-way trip donation is accepted.

Currently, Red Cross does not provide service to the Town, but it is possible that service will be extended to the Town in the future.

Rail Transportation

Glenmore does not contain any active or inactive rail lines.

Air Transportation

Austin Straubel International Airport is approximately eight miles northwest of Glenmore (see Figure 3-3 for the airport's location). Northwest Airlines, American Airlines, United Airlines, Skyway Airlines, and ComAir Delta currently provide commercial service, while Executive Air and Titledown Jet Center provide charter service and Northwest Cargo provides air cargo service. The airport does not significantly affect the Town's economy at this time.

Truck Transportation

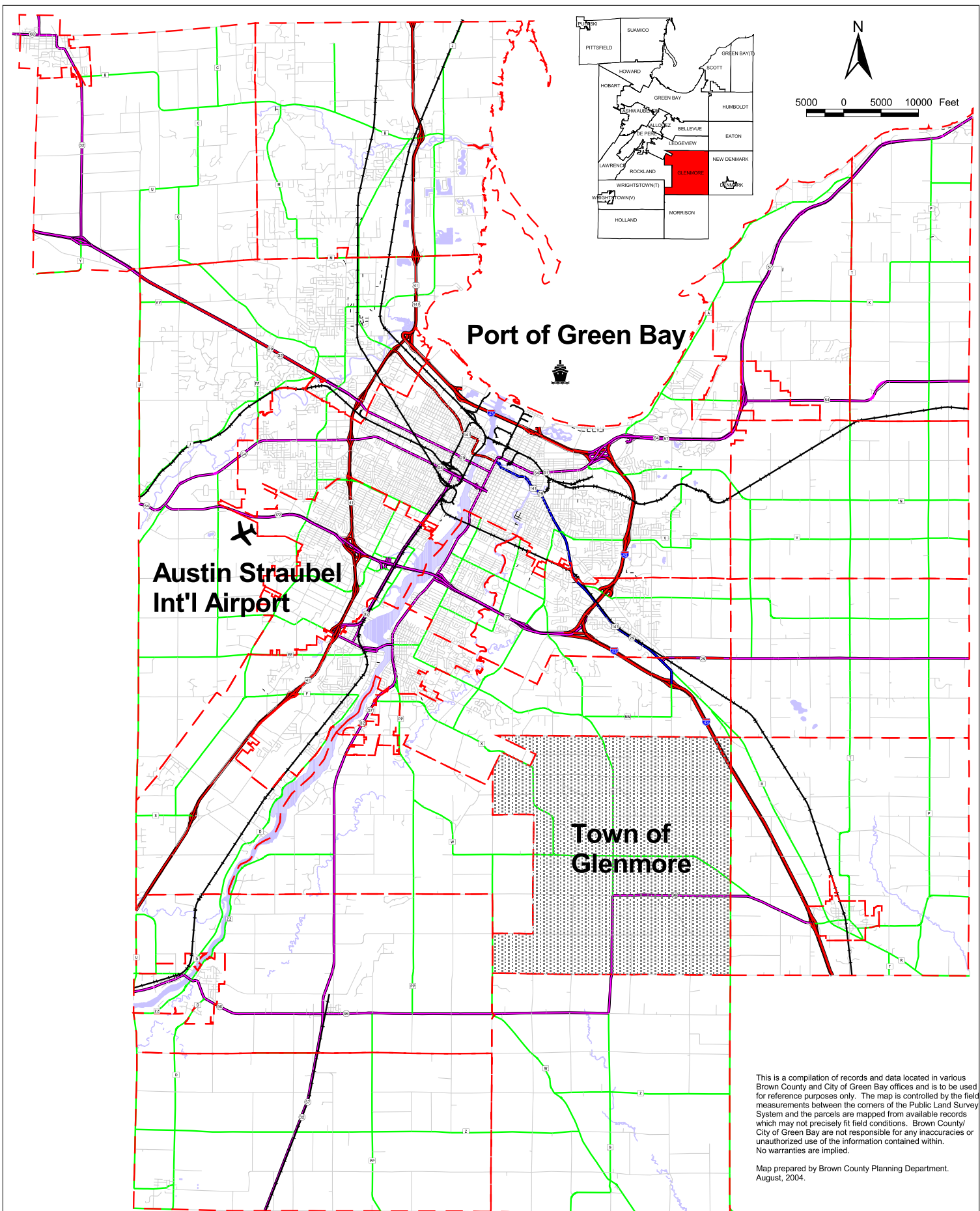
Various businesses, industries, and farms within the Town rely on truck trips to import and export goods. These truck trips typically occur on county or state highways, but trucks occasionally need to travel on town roads to reach their destinations.

Water Transportation

The Port of Green Bay is approximately nine miles north of Glenmore, but the Town does not currently rely on the Port of Green Bay to receive or distribute goods (see Figure 3-3 for the port's location).



Figure 3 - 3 Port and Airport Facilities Town of Glenmore, Brown County, WI

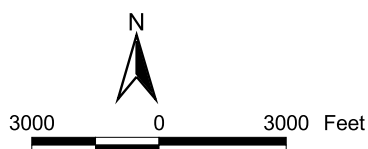
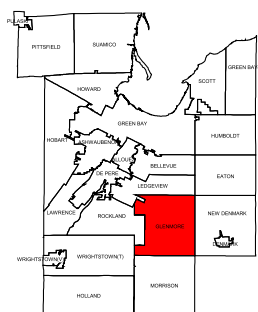
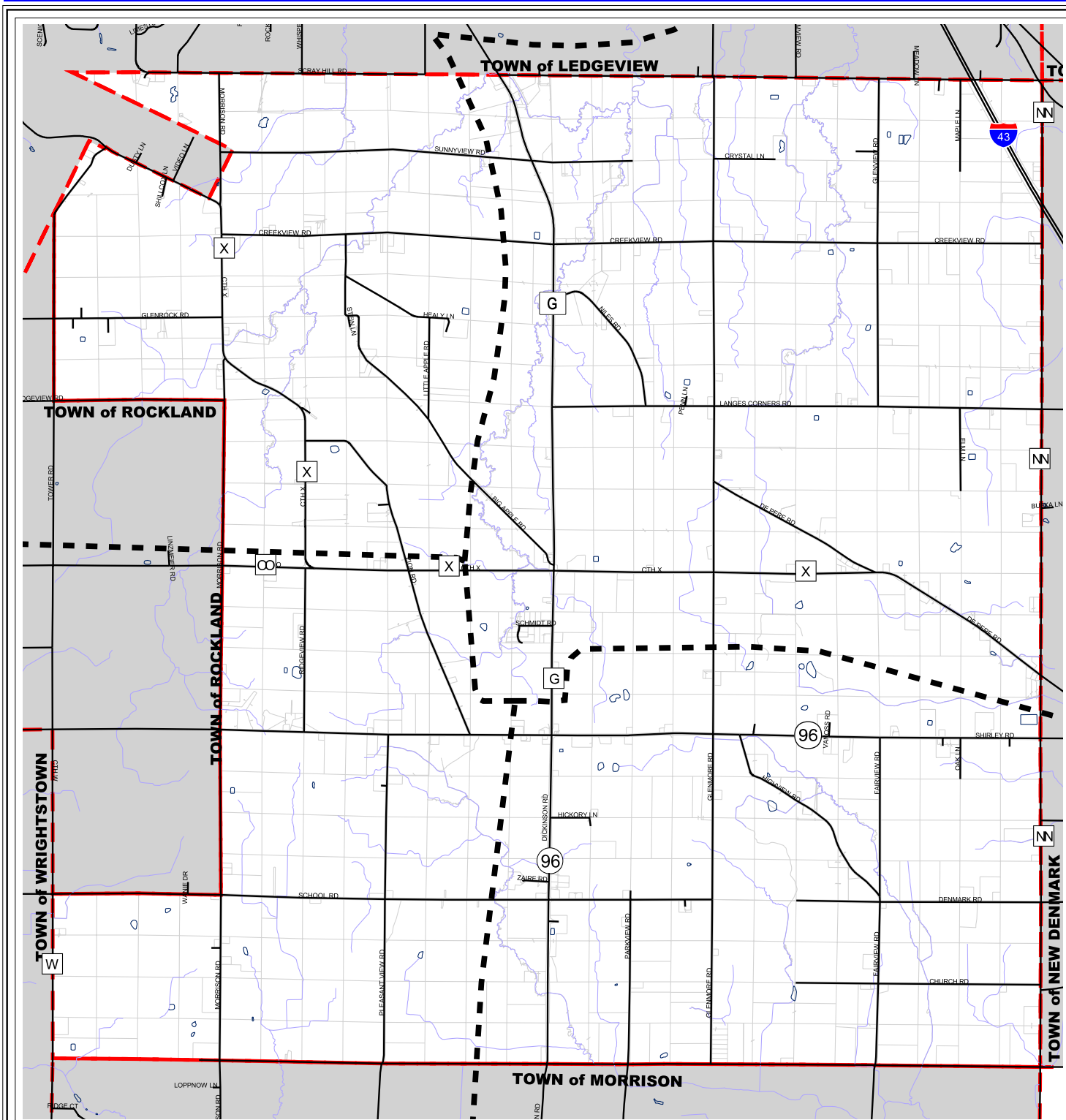


This is a compilation of records and data located in various Brown County and City of Green Bay offices and is to be used for reference purposes only. The map is controlled by the field measurements between the corners of the Public Land Survey System and the parcels are mapped from available records which may not precisely fit field conditions. Brown County/ City of Green Bay are not responsible for any inaccuracies or unauthorized use of the information contained within. No warranties are implied.

Map prepared by Brown County Planning Department.
August, 2004.



Figure 3 - 4 Snowmobile Trails Town of Glenmore, Brown County, WI



Snowmobile Trails

- Trail
- Centerline
- Municipal Boundary

This is a compilation of records and data located in various Brown County and City of Green Bay offices and is to be used for reference purposes only. The map is controlled by the field measurements between the corners of the Public Land Survey System and the parcels are mapped from available records which may not precisely fit field conditions. Brown County/ City of Green Bay are not responsible for any inaccuracies or unauthorized use of the information contained within. No warranties are implied.

Map prepared by Brown County Planning Department.
August, 2004.

Snowmobile Trails

As displayed in Figure 3-4, there are three official state snowmobile trails crossing Glenmore. The trails are open for snowmobile use during the period of December 1 to April 1 when an adequate snow base is present. Since the trails are generally located on private property with the consent of the landowner, the trails are not open for public use at any other time of the year. The trails are created and maintained by local snowmobile clubs and are not open for uses other than snowmobiling.

Future Transportation System

Glenmore's land use pattern and transportation system are currently heavily oriented toward motorized vehicles. This section of the transportation plan identifies the major aspects of Glenmore's transportation system and recommends methods of developing them over the next 20 years to create a safe and efficient transportation system.

Transportation Recommendations, Programs, and Policies

Streets and Highways

To enable people to safely and efficiently navigate the Town's streets and highways with and without personal vehicles, the Town needs to:

- Monitor accessibility and safety at intersections and other potential conflict points.
- Encourage people to drive at appropriate speeds.
- Minimize barriers to pedestrian and bicycle travel.
- Use Wisconsin's Pavement Surface Evaluation and Rating (PASER) system to evaluate the condition of the Town's roads and prioritize them for maintenance or reconstruction.
- Foster communication with the Wisconsin Department of Transportation, Brown County Planning Commission, Brown County Highway Department, and/or surrounding communities in order to coordinate future improvements.
- Apply for grants to help fund the development of the Town's transportation system.

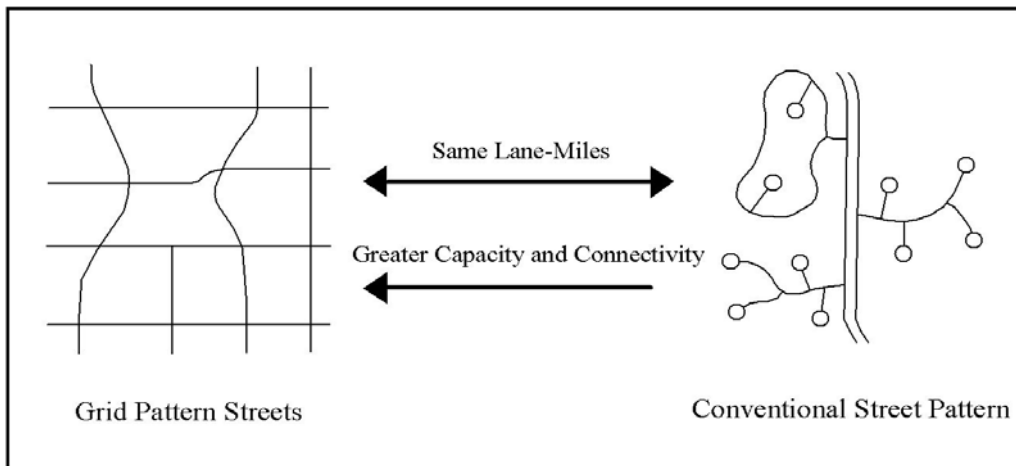
Methods of achieving these aims are addressed in this section.

Develop Well-Connected Street Patterns Within New Subdivisions

Should the Town approve new subdivisions within the 20 years, the Town should require developers to design subdivisions that include well-connected street patterns that offer motorists several route options and avoid concentrating traffic on relatively few streets (see the example in Figure 3-5.). The connectivity provided by the well-connected patterns will also enable and encourage people to walk and bicycle. Well-connected street patterns enable traffic to be distributed evenly, are very accessible to a variety of transportation system users, and are easy for public works departments to plow and

maintain. However, there are situations where streets will not be able to be connected due to the presence of physical or environmental constraints. In these situations, the construction of cul-de-sacs should be allowed. To maximize connectivity in these neighborhoods, the cul-de-sacs should have public rights-of-way or easements reserved at the bulbs to enable pedestrians and bicyclists to travel easily throughout the area.

Figure 3-5: Comparison of Well-Connected and Conventional Street Patterns



Avoid Expanding Streets to Four or More Lanes

Although it is unlikely that most of the Town's streets will be considered for widening in the future, some two-lane highways might be seen as candidates for widening as traffic levels rise over the next 20 years. However, street widening has proven to not be an effective long-term method of relieving traffic congestion. Maintaining streets as two-lane facilities would also minimize barriers to pedestrian and bicycle travel and encourage people to drive at appropriate speeds.

Design Intersections to Maximize Safety

The Town should utilize street design techniques that reduce vehicle speeds, minimize the possibility of conflicts, and enhance traveler awareness to maximize pedestrian, bicyclist, and motorist safety at the county trunk and state highway intersections in Glenmore. Techniques that should be considered include roundabouts and other street design features. The narrower street widths recommended in this section will also help make intersections safer by controlling the speed of vehicles as they approach the intersections.



Lineville/Cardinal roundabout in Howard



Lineville/Rockwell roundabout in Howard

Roundabout Effectiveness

The two roundabouts that were built along Lineville Road in the Village of Howard in 1999 were featured in a Brown County Planning Commission study that examined their safety, efficiency, and other impacts between 1999 and 2001. This study found that the Lineville roundabouts have made the intersections more efficient, accessible to pedestrians and bicyclists, and safer for everyone.

Potential Roundabout Locations in Glenmore

The Town should work with the Brown County Highway Department and WisDOT to study the possibility of installing roundabouts at intersections of concern on county and state highways.

Speed Limits

According to Chapter 349.11(1) of the Wisconsin Statutes, local authorities are allowed to establish speed limits for any road under their jurisdiction if they determine that the speed of vehicles on any part of a road is inappropriate. However, Chapter 349.11(3) of the statutes restricts this power in the following ways:

- Local authorities may not declare a speed limit that exceeds 55 miles per hour, which is the limit identified in Chapter 346.57(4)(h) of the Wisconsin Statutes.
- Local authorities may not modify the limits that are stated in Chapter 346.57(4)(c) or Chapter 346.58(1), which are 15 mph designations for:
 - Safety zones occupied by pedestrians.
 - Areas where people are being picked up or dropped off by a public passenger vehicle.
 - Any vehicle equipped with metal or solid rubber tires.
- Local authorities may not modify existing speed limits without the consent of the Wisconsin Department of Transportation except in the following situations:

- To reduce the speed limit during road projects (Chapter 349.11(10)).
- To increase the speed limit within the corporate limits of a city or village (Chapter 346.57(4)(e) and (f)).
- To increase the speed limit above 35 mph in a semi-urban district outside the corporate limits of a city or village (Chapter 346.57(4)(g)).
- To reduce by 10 mph or less the 15 mph speed limit designated for school zones where children are present, properly marked school crossings where children are present, and alleys (Chapter 346.57(4)(a), (b), and (d)).
- To reduce by 10 mph or less the 35 mph speed limit that is imposed on town roads under Chapter 346.57(4)(j), which states that the speed limit is:

Thirty-five miles per hour on any town road where on either side of the highway within any 1,000 feet along such highway the buildings in use for business, industrial, or residential purposes fronting thereon average less than 150 feet apart, provided the town board has adopted an ordinance determining such speed limit and has posted signs at such points as the town board deems necessary to give adequate warning to users of the town road.

It is possible that the Town can establish and modify speed limits on its roads under Chapter 346.57(4)(g) and (j). Assuming this is the case, the Town could establish speed limits as low as 25 miles per hour on roads that qualify under Chapter 346.57(4)(j) and as low as 5 miles per hour in school zones, school crossings, and alleys. However, roads that do not have the development densities identified in Subsections (g) and (j) of Chapter 346.57(4) will likely have to be assigned speed limits of 55 or 45 miles per hour.

Pedestrian and Bicycle Facilities

Glenmore's current land use pattern and lack of sidewalks and bicycle facilities makes walking and bicycling very difficult.

Developing a Pedestrian Walkway System

In the Streets and Highways section, the plan recommends methods of making the Town's streets and intersections safer and more accessible for motorists, pedestrians, and bicyclists. These improvements should be accompanied by a pedestrian walkway system that can be created through the following process:

Require sidewalks within new subdivisions. In the event the Town approves a subdivision with curb and gutter, the Town should consider requiring developers to install sidewalks on both sides of the streets. The only situation where sidewalks should not be required on both sides of a street within this area is when physical or environmental constraints exist. In these situations, sidewalks should be required on at least one side of the street. When cul-de-sacs must be built and development and physical barriers are not present, the Town should consider requiring the designation of public rights-of-way at or near the end of the cul-de-sacs for multi-use paths that connect to neighboring subdivisions, schools, parks, and other destinations. These paths should be between 10 and 12 feet wide and paved to accommodate pedestrians, bicyclists, skaters, and other non-motorized uses.

Install sidewalks in Shirley. The Town should consider installing sidewalks in Shirley should it be developed/redeveloped during the next 20 years.

Working with the Brown County Highway Department and WisDOT to Pave the County and State Highway Shoulders

The 1998 Brown County Bicycle and Pedestrian Plan Update recommends that the shoulders along CTH G and STH 96 in Glenmore be paved to a total width of four or five feet on both sides when the Brown County Highway Department and WisDOT reconstruct or perform maintenance on the highways. Currently, the shoulders are paved to three feet. Although the plan does not recommend paving the other county highways in Glenmore, the Town should work with the Brown County Highway Department and WisDOT to have them pave the rest of the highway shoulders (particularly CTH OO/X) in the Town over the next 20 years. In addition to providing a place for residents to bicycle, the paved shoulders will offer a place for motorists to park and swerve during emergencies and will minimize shoulder maintenance costs.

Highways

Evaluation

The Town should continue to use Wisconsin's Pavement Surface Evaluation and Rating (PASER) system to evaluate the condition of the Town's roads and prioritize them for maintenance or reconstruction.

Maintenance/Reconstruction/Construction

Although several highway projects of various sizes will occur in and around Glenmore during the long-range planning period, the following projects currently appear in the 2005-2010 Brown County Highway Department - 6-Year Highway Improvement Plan:

- CTH NN - Langes Corners Road to Pine Grove Road (1.89 miles). Recondition of a 2-lane rural section in 2008.
- CTH G - CTH V to STH 96 (4.76 miles). Recondition of a 2-lane rural section in 2008.
- CTH X - CTH OO to CTH G (1.50 miles). Recondition of a 2-lane rural section in 2008.

Transit

Since the population densities and other factors necessary to support mass transit will not likely be present and the Town is several miles from the existing Green Bay Metro service area, it is safe to assume that mass transit will not be extended to Glenmore in the next 20 years.

Rail Transportation

Freight Rail

The Town of Glenmore does not contain rail lines.

Passenger Rail

The Green Bay Metropolitan Area does not currently have access to passenger rail service, but the Midwest Regional Rail Initiative (MRRI) report includes discussion of a high speed passenger rail line to be extended to Brown County from Milwaukee. Although this service is unlikely to be implemented any time soon, it would provide another means for Glenmore residents to travel throughout the Midwest without using their personal vehicles.

Air Transportation

Austin Straubel International Airport will continue to provide air service to Glenmore residents over the life of the plan.

Water Transportation

To ensure that Glenmore's current and future interests are considered by port representatives, the Town should periodically contact port representatives to discuss the Town's intentions to utilize the port over the next 20 years and to ensure that modifications to the port's policies and facilities are consistent with the Town's long-term economic development strategy.

Snowmobile Trails

The Town should continue to support the efforts of the local snowmobile club and private property owners in maintaining snowmobile trails in Glenmore. The snowmobile club should consider including a yearly article in the Town's newsletter informing people about how to get involved in the club, the significance of staying on marked trails, and the importance of being respectful of private property.

Funding to Help Develop the Town's Transportation System

To help the Town fund the development of its transportation system, it should apply for transportation grants from various sources over the next several years. Some examples of these programs are identified in this section.

SMIP and Stewardship Programs

The Town should consider applying for Statewide Multi-Modal Improvement Program (SMIP) or Stewardship program funds for the development of bicycle/pedestrian facility projects. Information about the SMIP can be obtained from the Brown County Planning Commission or WisDOT, and the Town can contact the Wisconsin Department of Natural Resources for information about the Stewardship program.

Statewide Enhancement Program

The WisDOT offers enhancement funds for transportation-related projects that are within the right-of-way of highways controlled by the state. These funds could be used to implement enhancement projects on or along STH 96.

Hazard Elimination and Safety (HES) Program

The Town should apply for grants from the Hazard Elimination and Safety (HES) Program administered by WisDOT to correct existing or potential transportation safety problems. Other grant programs through WisDOT's Bureau of Transportation Safety should also be investigated by the Town to address safety issues.

CMAQ Program

If Brown County is designated as an air quality non-attainment area in the future, the Town should seek funds from the Congestion Mitigation and Air Quality (CMAQ) Program administered by WisDOT to implement projects that would improve the area's air quality.

The Town should also investigate other grant opportunities as they arise in the future.

Consistency with State and Regional Transportation Plans

State and Regional Bicycle and Pedestrian Plans

The system recommendations in the Town plan are consistent with the goals of the Wisconsin and Brown County bicycle and pedestrian plans. Like the state and regional bicycle and pedestrian plans, many of the recommendations in the Glenmore plan are designed to increase the number of people using these transportation modes and to ensure that walkers and bikers are able to travel safely throughout the area.

State and Regional Highway Plans

Several aspects of the state and regional highway systems in this area are addressed throughout the chapter.

State and Regional Rail Plans

The Town of Glenmore plan acknowledges the Midwest Regional Rail Initiative (MRRI) and recommends that Town residents consider using the passenger rail service as an alternative to their personal vehicles if service is provided.

State Airport Plan

The Wisconsin State Airport System Plan 2020 recognizes Austin Straubel International Airport as an important component of the state's airport system, and the Town of Glenmore plan recommends that the Town support the retention and, if possible, expansion of air carriers that offer passenger and freight service.

Regional Waterway Plans

Glenmore's involvement with the port is addressed in this chapter.

Summary of Recommendations

This chapter recommends the following policies:

Streets and Highways

- To enable and encourage people to walk and bicycle to and within the Town's subdivisions, Glenmore should require well-connected street patterns within new developments.
- The Town should utilize street design techniques that reduce vehicle speeds, minimize the possibility of conflicts, and enhance traveler awareness to maximize pedestrian, bicyclist, and motorist safety and accessibility at the Town's intersections. Techniques that should be used on state and county trunk highways include roundabouts, curb extensions at intersections, and other street design features.
- The Town should continue to use Wisconsin's Pavement Surface Evaluation and Rating (PASER) system to evaluate the condition of the Town's roads and prioritize them for maintenance.

Pedestrian and Bicycle Facilities

- To ensure the safety of pedestrians, the Town should consider installing sidewalks in Shirley should it redevelop/develop over the next 20 years.
- When cul-de-sacs must be built and development and physical barriers are not present, the Town should consider requiring the designation of public rights-of-way at or near the end of the cul-de-sacs for multi-use paths that connect to neighboring subdivisions, schools, parks, and other destinations. These paths should be between 10 and 12 feet wide and paved to accommodate pedestrians, bicyclists, skaters, and other non-motorized uses.

Transit

- Since the population densities and other factors necessary to support mass transit will not likely be present and the Town is several miles from the existing Green Bay Metro service area, it is safe to assume that mass transit will not be extended to Glenmore in the next 20 years.

Rail Transportation

Freight Rail

- Rail lines do not exist in the Town.

Passenger Rail

- The Town should monitor the progress of the Midwest Regional Rail Initiative (MRRI).

Air Transportation

- The Town should support the retention and, if possible, expansion of air carriers that offer passenger and freight service.

Water Transportation

- To ensure that Glenmore's current and future interests are considered by Port of Green Bay representatives, the Town should monitor the port's plan implementation process.

Snowmobile Trails

- Work with the snowmobile club to develop a yearly article in the Town's newsletter.

Funding to Help Develop the Town's Transportation System

- To help the Town fund the development of its transportation system, it should apply for transportation grants from various sources over the next several years.

CHAPTER 4

Economic Development

Local governments play an increasingly critical role in promoting private sector economic development because economic strength is critical to the vitality of a community. Economic development is the process by which a community organizes and then applies its energies to the task of creating the type of business climate that will foster the retention and expansion of existing businesses, will attract new businesses, and will develop new business ventures.

Success in economic development today requires a significant change in how economic development is done. It is important to think more broadly than was done in the past when it was believed that it was most important to attract factories and companies and when economic development was all about being the cheapest place to do business. Today, it is realized that physical and cultural amenities are critical to attracting new businesses and retaining people to fill these positions. In the past, it was believed that economic development was the government's job. However, a successful transition into the new information-based economy will come only through partnerships among government, businesses, and nonprofit organizations.

In the Town of Glenmore's case, economic development and the creation of a desirable community to do business centers on agriculture and agriculture-supporting businesses and industries. Based upon the results of the visioning session and input from the citizens advisory committee, agriculture is expected to continue to be the primary economic activity in the Town.

Labor Force Analysis

Figure 4-1 shows that the percentage of Town residents 16 years of age and older who are in the labor force is much higher than the percentage of people in the labor force in Brown County and the State of Wisconsin, indicating that many of the households in Glenmore likely have two incomes. Glenmore's 2000 unemployment rate of 1.4 percent is also significantly lower than Brown County's 2.7 percent and the State of Wisconsin's 3.2 percent.

Figure 4-1: Employment Status by Percentage of Population 16 Years and Older

Status	Town of Glenmore	Brown County	Wisconsin
In the labor force	76.2%	72.0%	69.1%
Civilian labor force	76.2%	71.9%	69.0%
Employed	74.8%	69.1%	65.8%
Unemployed	1.4%	2.7%	3.2%
Armed Forces	0.0%	0.1%	0.1%
Not in the labor force	23.8%	28.0%	30.9%

Source: U.S. Bureau of the Census: Table DP-3 Profile of Selected Economic Characteristics: 2000.

When compared to the state and county, the Town of Glenmore has a much higher percentage of people employed within the construction, extraction, and maintenance occupations and farming, fishing, and forestry than either the county or state. The Town is significantly lower in service occupations, which is likely due to few service-oriented jobs being located within the community. (See Figure 4-2).

Figure 4-2: Employed Civilian Population as a Percentage of People 16 Years and Above

	Wisconsin	Brown County	Town of Glenmore
OCCUPATION			
Management, professional, and related occupations	31.3	30.6	24.5
Sales and office occupations	25.2	28.5	25.2
Production, transportation, and material moving occupations	19.8	18.7	23.8
Construction, extraction, and maintenance occupations	8.7	9.2	13.8
Service occupations	14.0	12.6	8.4
Farming, fishing, and forestry occupations	0.9	0.5	4.3
INDUSTRY			
Manufacturing	22.2	21.1	21.7
Agriculture, forestry, fishing and hunting, and mining	2.8	1.2	13.5
Educational, health, and social services	20.0	17.6	13.2
Construction	5.9	6.2	12.9
Retail trade	11.6	12.6	9.5
Professional, scientific, management, administrative, and waste management services	6.6	6.3	6.5
Transportation and warehousing, and utilities	4.5	6.2	6.5
Other services (except public administration)	4.1	4.5	4.7
Finance, insurance, real estate, and rental and leasing	6.1	8.1	3.7
Wholesale trade	3.2	4.0	2.6
Arts, entertainment, recreation, accommodation, and food services	7.3	7.3	2.2
Information	2.2	2.0	1.7
Public administration	3.5	2.9	1.2

Source: U.S. Bureau of the Census: Table DP-3 Profile of Selected Economic Characteristics: 2000.

The two largest industries for residents in Glenmore are manufacturing and agriculture, forestry, fishing and hunting, and mining. As is evident from the chart, there are significantly more Glenmore residents employed within the agriculture, forestry, fishing and hunting, and mining industry than either the state or county, primarily as a result of the large number of active farms and active quarrying operations in the Town.

Economic Base Analysis

The economic base of the Town of Glenmore, although largely independent in terms of agricultural production, is intricately tied to that of the Green Bay Metropolitan Area regarding employment and business opportunities. Approximately 85 percent of Glenmore residents work outside of the Town of Glenmore, with the large majority of them working within the Green Bay Metropolitan Area. Therefore, most Glenmore residents are largely dependent on a sound economy throughout Brown County for their financial well-being. Key industry groups in the Green Bay Metropolitan Area include healthcare; paper and related products; insurance, financial services, and government offices; hospitality; food processing; and logistics (trucking, warehousing, and related services). Due to the Town's dependencies on the Green Bay Metropolitan Area, a Location Quotient Analysis to determine basic and non-basic sector employment was performed utilizing Brown County as the local level for analysis as compared to the United States.

Basic sector employment typically produces goods or services that are exported out of the local economy and into the larger national economy. These goods and services and, therefore, employment are thus less likely to be affected by a downturn in the local economy. Non-basic sector employment includes those industries that produce goods or services that are consumed at the local level or are not produced at a sufficient level to be exported out of the local market.

Figure 4-3: Employment by Industry Group, 2000; Brown County and the United States Location Quotient Analysis

Employment by Industry	Brown County	United States	Location Quotient
Agriculture, Forestry, Fishing	1,503	2,426,053	0.67
Construction and Mining	7,436	8,801,507	0.91
Manufacturing	25,449	18,286,005	1.50
Wholesale Trade	4,808	4,666,757	1.11
Retail Trade	15,245	15,221,716	1.08
Transportation, Warehousing, Utilities	7,455	6,740,102	1.19
Information	2,425	3,996,564	0.65
Finance, Insurance, and Real Estate	9,805	8,934,972	1.18
Professional, Scientific, Management, etc.	7,546	12,061,865	0.67
Educational, Health, and Social Services	21,228	25,843,029	0.88
Arts, Entertainment, Recreation, etc.	8,789	10,210,295	0.93
Other Services	5,377	6,320,632	0.92
Public Administration	3,464	6,212,015	0.60
Total Employees	120,530	129,721,512	

Source: U.S. Bureau of the Census, 2000; Brown County Planning Commission, 2003.

The Location Quotient Analysis compares the local economy (in this case Brown County) to the United States. This allows for identifying basic and non-basic sectors of the local economy. If the location quotient (LQ) is less than 1.0, all employment is considered non-basic, meaning that local industry is not meeting local demand for certain goods or service and may be more subject to downturns in the local economy. An LQ equal to 1.0 suggests that the local economy is exactly sufficient to meet the local demand for given goods or service. However, the employment is still considered to be non-basic. An LQ of greater than 1.0 suggests that the local employment industry produces more goods and services than the local economy can consume, and therefore, these goods and services are exported to non-local areas and considered to be basic sector employment. The Location Quotient Analysis for Brown County is displayed in Figure 4-3.

According to the LQ analysis, there are five industries in Brown County that can be considered to be basic employment sectors: manufacturing; wholesale trade; retail trade; transportation, warehousing, utilities; and finance, insurance, and real estate. Therefore, these industries are most likely exporting goods and services to other parts of the country and contributing to a more stable local economy. Those industries that are below 1.0, such as information and professional fields, indicate that there may be demand within Brown County's local economy to support increases in these industry sectors.

Businesses that contribute to existing industrial "clusters" within Brown County and the greater Fox Valley region should be encouraged. The State of Wisconsin Department of Commerce defines clusters as "...geographic concentrations of interconnected companies, specialized suppliers, service providers, and associated institutions in a particular field that are present in a nation or region." Clusters greatly enhance a particular industry's competitiveness in several ways. First, clusters help improve productivity by providing ready access to specialized suppliers, skills, information, training, and technology. Second, clusters help to foster innovation by increasing opportunities for new products, new processes, and meeting new needs with a full range of local suppliers and research institutions. Last, clusters can facilitate the commercialization of innovation through the creation of new firms via startups, spin-offs, and new business lines with needed inputs, such as banks and venture capital.

Within the Fox Valley region, business clusters include the paper, food processing, transportation, and insurance industries. New businesses within the aforementioned clusters that take advantage of advanced technologies in the processing of their products should be encouraged as a means to continue to bridge the gap toward the new economy. However, Glenmore does not currently have the services or utilities to support these intensive business uses. Therefore, the Town should coordinate with nearby communities that have the supporting services and utilities, including the Town of Ledgeview, Village of Denmark, and City of De Pere, when new cluster businesses are looking to locate in the area to ensure that Glenmore residents will have access to these jobs.

Economic Development Assessment and Recommendations

Agricultural activity in the Town is expected to continue to be the primary economic activity in Glenmore. The Town is well-suited in terms of quality soils, large contiguous

areas of farmland, quality local, county, and state road access to markets, and a desire by the residents to continue farming. Therefore, the Town of Glenmore should do as much as possible to continue to encourage agricultural production when reviewing development proposals.

A recent trend in rural communities has been toward the development of cottage-type industries and at-home businesses that can operate from within residential dwellings. With advances in telecommunications, at-home businesses may become increasingly common. At-home businesses serve as a business incubator until the business expands to a point that it requires a rezoning, if appropriate, or relocation to an area that is predominantly composed of business uses.

Land in the Town of Glenmore contains resources for nonmetallic mining that has provided materials for the development and construction of roads and pavement throughout the region. The nonmetallic mining industry has worked to improve its operations so that it has been accepted within communities. The Town of Glenmore can promote the success of these operations through adequate zoning restrictions that regulate facility locations and designs, hours of operation, erosion control, restrictions on routes for trucking, etc. Recent state requirements for closure plans for quarry facilities require that financial resources are available for planned land uses after the active operations cease. Additionally, to prevent future land use conflicts and encourage nonmetallic mining, Glenmore should strongly discourage the placement of new residential developments near active mining operations.

Strengths and Weaknesses for Attracting/Retaining Business and Industry

It is necessary to look at the factors that influence the economic climate in the Town of Glenmore. From a quality of life perspective, the Town has a quality housing stock that has maintained its property values. The Town has a number of natural features across its landscape, including the Niagara Escarpment, large uninterrupted views of farm fields, and numerous streams and wetlands, that all help to create the “rural feel” that Glenmore residents cherish. Additionally, Glenmore is located within quick commuting distance to quality education facilities, entertainment centers, medical facilities, and other various urban amenities.

Residents of Glenmore have access to a high quality road network, including STH 96 and a number of county trunk highways. The Town also has easy access to I-43 via the STH 96 interchange at the Village of Denmark or CTH MM interchange in the Town of Ledgeview.

The biggest impediment to commercial or industrial economic development activity in the Town of Glenmore is the lack of public sewer and water facilities. Larger businesses and industries require these utilities for wastewater treatment, various production processes, and fire suppression. However, the Town is not planning to provide these utilities through the duration of the 20-year timeframe of this comprehensive plan. There are a number of nearby communities that provide the full range of services necessary for

commercial and/or industrial development, including the Town of Ledgeview, Village of Denmark, and City of De Pere.

Economic development services to assist businesses with location or relocation are provided throughout Brown County by Advance, which is the economic development section of the Green Bay Area Chamber of Commerce. Training services for businesses are provided by UW-Green Bay, St. Norbert College, the UW-Extension services, and Northeastern Wisconsin Technical College (NWTC). While none of the main buildings of these educational institutions are located in the Town of Glenmore, all are within a 30-minute drive.

Economic Development Recommendations, Programs, and Policies

Agriculture

Farming is Wisconsin's number one industry, by some estimates adding \$40 billion to the state's economy each year, with \$20 billion from dairy farming and processing alone. Continued support of agricultural activities is one key to the state's and county's continued prosperity. Agricultural production should continue to be the primary



economic development focus in the Town of Glenmore. The Town has actively encouraged continued agricultural practices through consistent use of its zoning ordinance and subdivision ordinance to ensure that new residential development does not adversely impact existing farming activities. For agriculture to continue to be the primary economic development focus in the Town, it is necessary for Glenmore to continue to consistently apply its zoning and subdivision ordinances in a manner that at a minimum does not harm, but preferably enhances, the agricultural economy.

As a means to determine an approximate value of agricultural activity within the Town of Glenmore, a rough analysis was completed utilizing the number of Glenmore participants in the State of Wisconsin Farmland Preservation Program and the average total market value of agricultural products sold per farm in Brown County. In order to participate and receive the Farmland Preservation Tax Credit, a participant must have over \$6,000 in gross farm receipts and 35 acres of land zoned for exclusive agricultural use. However, there is no requirement that farms must participate in the program. In 2003, the Town of Glenmore had 65 willing participants in the Farmland Preservation Program covering 8,176 acres of land.

According to the 2002 Census of Agriculture, Brown County's total market value of agricultural products sold was over \$149 million, with an average per farm of \$134,000. Utilizing the county average and applying it to the 65 Farmland Preservation Program participants in Glenmore yields a total market value of agricultural products sold of over

\$8.7 million in 1997. This number is likely low because not all active farms participated in the program. In addition to the economic benefit, agricultural production does not require the public services that are typically required by an industry with \$8.7 million in sales, and it helps to maintain the Town's rural character. Therefore, the Town of Glenmore should actively support small farms by discouraging new residential development near active farming operations due to the potential conflicts between the two uses.

Last, the importance of sustaining agriculture cannot be over emphasized. Governor Doyle, in his "Grow Wisconsin" initiative, states that "Wisconsin's economic base, including manufacturing, agriculture, and tourism, needs to be strengthened, not abandoned." In regard to agriculture, this includes proposed creation of a dairy modernization and competitiveness program, promotion of the Agricultural Stewardship initiative, expansion of agriculture's role in energy production, continuation of efforts to establish Wisconsin as a leader in the nation in organic food production, enhance investment and capital formation in producer-owned businesses, encourage consumers and businesses to buy Wisconsin products, protection of a safe and secure food supply, reform payment security for agricultural producers, and promotion of new business models for Wisconsin agriculture.

Entrepreneurial Agriculture

In addition to traditional agricultural activities, numerous untapped and underutilized opportunities exist in agriculture. Entrepreneurial agriculture, for instance, is a new way of thinking of farms as innovative small businesses. The Michigan Land Use Institute states that entrepreneurial agriculture does not seek to replace current large scale mass market agriculture but to complement it to find new opportunities, new markets, and to recognize the importance of local agriculture not only to the local economy but also to local lives and landscapes. Entrepreneurial agriculture is about adding value to products by providing local friendly service, by special processing, or by finding niches and new ways to market goods to consumers. It can be as simple as new ways of selling, labeling, processing, packaging, or creating a new perspective about raising crops.

Examples of entrepreneurial agriculture include:

- Direct marketing of agricultural products to consumers, such as local schools, farmers markets, and custom production for local restaurants.
- Niche marketing, such as ethnic foods, organic foods, and specialty farm products.
- Value added approaches to farming, such as fruit drying, jellies and jams, wine making, and agri-tourism.
- New grazing systems.
- Cooperatives marketing local free-range poultry, beef, or pork.



- Community-supported agricultural operations where local consumers pay local farmers for a share of the following year's crops.
- Local marketing and/or direct delivery of all-natural products, such as grass-fed all-natural milk, to local grocers and health food stores.

Potential benefits associated with entrepreneurial agriculture and the flexibility behind the idea include:

- Opportunities to create net returns of 40 to 50 percent compared to conventional agriculture's 15 to 20 percent.
- Thinking and acting as a small business can keep small farms viable and provide another option to competing with the large-scale mass-market approach more typical of conventional agriculture.
- Small viable farms on the outskirts of communities can contribute more greenspace, fresh food, and local commerce to the community and the region.
- Creating a viable mix of large and small agricultural operations can contribute to the local community and region's farmland protection strategies.

Entrepreneurial agriculture is more appropriate now than ever before because of continuing shifts in consumer awareness and demands. For instance, farmers markets have increased nationwide by 63 percent from 1994 to 2000. Organic products have increased nationwide by 38 percent between 1999 and 2000 alone, as compared to a 4 percent increase for conventional groceries. The fastest growing categories of organic food products from 1999 to 2000 include meat and dairy alternatives at 215 percent, meat, poultry and eggs at 64 percent, canned and jarred products at 51 percent, and dairy products at 40 percent.

Consumers spend a significant amount of money on groceries and at restaurants, and most of this food comes from distant locations. For example, a study by the University of Iowa noted that the typical tomato, can of corn, and loaf of bread travels 1,500 miles from field to plate. Coupled with changes in consumer awareness and demands, opportunities abound for local farmers to provide greater amounts of produce to local consumers. Additionally, the middleman processing, packaging, advertising, and distribution often account for 80 percent of the cost of food.

According to the Michigan Land Use Institute, for entrepreneurial agriculture to work, it requires close relationships with economic development professionals and the agricultural sector. It requires the involvement of local leaders to connect the small and mid-sized farms to the local economy and to bring business expertise and market knowledge to those farmers. It also requires state and federal cooperation in terms of working with and helping farmers understand regulations, particularly those pertaining to food inspection. Additionally, it requires the community to understand farmers and vice-versa so that communities can take advantage of the locations of local farms and for farmers to know local consumers' needs.

Future Business and Industrial Development

Businesses and industries that wish to locate in Glenmore and do not require public sewer and water should be of a nature that provides a service or goods to the local residents or in some way enhances the agricultural economy of the Town. Businesses that should specifically be encouraged in Glenmore are those that contribute to the success of the farming economy, such as farm implement sales and welding shops. Other business types that should be encouraged are small retail shops that provide retail goods and/or services to the local residents of Glenmore. Since the rural character of Glenmore is critically important to its residents, the Town should ensure that any new businesses or industries are of a scale, architectural design, and site layout that conform to the rural character of the community.

New businesses should be located in clusters (nodes) near the major intersections in the Town rather than as strip development along entire lengths of major roads, such as STH 96 or CTH G. Traffic congestion, driveway access points, and a loss of rural character all become problematic when concentrations of retail sales or service establishments are located in strips. Therefore, future businesses in Glenmore should be located near major intersections and separated from other nodes of businesses by residential, agricultural, or other low-intensity uses.

The unincorporated community of Shirley (at the intersection of STH 96 and CTH G) is a good example of node-type commercial development. New small-scale retail or service businesses compatible with the rural character of the Town should be encouraged to locate in Shirley as a means to further a unique identity for Glenmore as a whole. This should be accomplished through the Town's zoning ordinance by rezoning lands in Shirley as appropriate for small-scale commercial-type uses compatible with a rural community.

The Town of Glenmore should encourage other higher intensity businesses and industries that require sewer and water to locate in one of the nearby communities that provide the necessary services and/or utilities. These businesses would provide employment opportunities to Glenmore residents within easy commuting distance.

Industrial and Commercial Design Standards

The Town can promote higher quality development and minimize the visual impact of commercial and industrial development on Glenmore's rural landscape through the use of zoning conditions and design standards. Business site plans should include pedestrian amenities, such as sidewalks or trails (where appropriate), parking (preferably behind the building), and parking lot landscaping standards, including landscaped islands within large parking lots that break up the expanse of asphalt.

Glenmore should consider adopting a separate site design standard ordinance for new commercial and industrial development. This would spell out exactly what the Town is looking for in terms of building and site designs, and it would create a process in which the developer, Town, and neighbors would know what to expect as building and site designs are brought forward. The design standard ordinance should focus on those

building and site design characteristics that enhance the Town's rural identity, such as natural siding materials, neutral colors, minimal signage, and landscaped parking areas.

Sensitivity to Natural and Active Agricultural Areas

Active agricultural lands, topography, wetlands, and the Niagara Escarpment all combine to help create the rural character that the Town of Glenmore residents treasure. Business development should be designed with consideration and integration of these natural features and agricultural activities to help maintain the rural atmosphere of the Town. The natural areas – where properly integrated into business development – can help to create potential trail linkages, provide wildlife corridors, and help to facilitate stormwater management.

Special care should be taken to ensure that commercial and industrial activities are not located within environmentally sensitive areas (ESAs) by placing the ESAs in a conservancy zoning district. These features should be included in the design of business developments as integral amenities and, if possible, maintained in common ownership.

Brownfield Redevelopment

For commercial and industrial uses, the Town should complete and maintain an inventory of existing vacant buildings and land identified as potentially contaminated (brownfield) with industrial or petroleum-based pollutants. This information can be used to encourage infill development and redevelopment opportunities to take advantage of existing infrastructure and services and to prevent blight created by vacant and dilapidated buildings and parcels. Once identified, brownfields should be cleaned and promoted for redevelopment through the use of state and federal brownfield cleansing funds.

Home Occupations

Advances in telecommunications have allowed for many people to develop home offices or occupations. Home occupations can fill a number of roles for economic development in the Town and should be encouraged, so long as they remain consistent with the zoning ordinance requirements. If/when home occupations wish to expand beyond what would be permitted in a residential or agricultural area, they should either request a zoning change to an appropriate zone or move to a site that is properly zoned for more intensive commercial or industrial uses.

Town, County, Regional, and State Economic Development Programs

This section contains a brief explanation of local economic development actions and a description of various agencies and programs that could potentially help the Town and Town's businesses achieve their stated economic development goals and objectives. The Implementation chapter contains a comprehensive listing and description of programs the Town may wish to utilize in achieving its economic development objectives.

Town

Residents of the Town of Glenmore rely heavily on the Green Bay Metropolitan Area and other nearby communities for many of their commercial needs. While commercial activity in the Town is minimal, it is critically important that residents of Glenmore patronize the businesses that exist or new businesses that start up in the Town. Failure to do so will result in a reduction of available commercial services, reduced retail options, and vacant buildings.

Although the Town has no established incentive programs for economic development, it could continue to make positive planning and financial management decisions that could result in the community being an attractive place for people and businesses. The most important economic activity that Glenmore could pursue is the creation of an environment that encourages entrepreneurs to engage in business activities.

As previously mentioned, agricultural activity is estimated to account for a minimum of \$8.7 million in products sold from Glenmore farms. Because agriculture is such a large component of Glenmore's economy, it should be encouraged to continue through Town policies that do not impede its continued viability. For the small-scale farms, entrepreneurial agricultural activities, such as truck farming, direct farm-to-market sales, and farm-based value-added manufacturing, should be actively encouraged as a means to maintain farming and the rural character in Glenmore.

County

Businesses can use economic development loan programs, such as the Brown County Economic Development Revolving Loan Fund administered through the Brown County Planning Commission, to obtain low interest loans that will generate new employment opportunities and encourage expansion of the tax base. Through Brown County's partnership with Advance, the Town of Glenmore also has access to development and grant information, as well as to economic development marketing services.

Regional

Comprehensive Economic Development Strategy

The Bay-Lake Regional Planning Commission annually creates a Comprehensive Economic Development Strategy (CEDS) report, which evaluates local and regional population and economic activity. Economic development trends, opportunities, and needs are identified within the CEDS report. All communities served by the Commission, including the Town of Glenmore, are invited to identify future projects for economic development that the community would like to undertake. Those projects are included within the CEDS and may become eligible for federal funding through the Economic Development Administration (EDA) Public Works grant program.

Northeast Wisconsin Regional Economic Partnership

The combined Bay-Lake and East Central Wisconsin Regional Planning Commission areas were recently named as a technology zone by the Wisconsin Department of

Commerce. The Northeast Wisconsin Regional Economic Partnership (NEWREP) Technology Zone provides \$5 million in tax credits to businesses certified by Commerce based on a company's ability to create jobs, to make capital investments, and to attract related businesses. The technology zone program focuses primarily on businesses engaged in research, development, or manufacture of advanced products or those that are part of an economic cluster and knowledge-based businesses that utilize advanced technology production processes in more traditional manufacturing operations. More information can be found at <http://www.eastcentralrpc.org/planning/economic.htm>.

Wisconsin Public Service Corporation

Wisconsin Public Service Corporation (WPS) contributes a number of economic development services that the Town should be aware of for its businesses. WPS maintains an online searchable database of available industrial buildings that the Town or Community Development Authority should ensure stays up-to-date through contact with WPS. The WPS economic development page can be a useful resource for the Town and is located at <http://www.wisconsinpublicservice.com/business/bcd.asp>.

State

Although the Implementation chapter provides a comprehensive list of state programs that the Town could consider utilizing to meet its stated goals and objectives, there are a few programs that the Town should strongly consider, and they are discussed in this section. The Department of Commerce District 3 Area Development Manager would be a good contact for these programs.

Community Based Economic Development (CBED) Program

The Community Based Economic Development (CBED) Program provides financing assistance to local governments and community-based organizations that undertake planning or development projects or that provide technical assistance services that are in support of businesses (including technology-based businesses) and community development. The program provides grants for planning, development, and assistance projects; business incubator/technology-based incubator; a venture capital fair; and regional economic development grants. Additional information regarding the CBED program can be found at <http://commerce.state.wi.us/CD/CD-bcf-cbed.html>.

Community Development Block Grant for Economic Development (CDBG-ED)

The CDBG-ED program is designed to assist businesses that will invest private funds and create jobs as they expand or relocate to Wisconsin. The Wisconsin Department of Commerce awards the funds to the town, which then loans the funds to a business. When the business repays the loan, the town may retain the funds to capitalize a local revolving loan fund. This fund can then be utilized to finance additional economic development projects within the town. The businesses within the town may also utilize the existing Brown County Economic Revolving Loan Fund (administered by the Brown County Planning Commission) to provide loans to town businesses. Additional information regarding the CDBG-ED program can be found at the following website: <http://commerce.state.wi.us/MT/MT-FAX-0806.html>.

Milk Volume Production Program

The Milk Volume Production (MVP) program is designed to assist dairy producers who are undertaking capital improvement projects that would result in a significant increase in Wisconsin's milk production. This program was created to aggressively support Wisconsin's \$20 billion dairy industry. The goal of the MVP program is to provide qualifying dairy producers with the type of financing necessary to fill the "equity gap" and to partner with local communities to increase dairy production in Wisconsin. The MVP application process is competitive, and not all applications will be funded. Only those projects that have a comprehensive business plan and can demonstrate that they will have a long-term sustainable impact upon Wisconsin's milk production would be successful. Information regarding the Milk Volume Production (MVP) Program can be found at <http://www.commerce.wi.gov/MT/MT-FAX-0810.html>.

University of Wisconsin Extension

The University of Wisconsin Extension provides a number of resources and information related to agriculture and rural living. Information ranges from locations of the nearest farmers markets to tips on saving for retirement. Additional information regarding the UW-Extension can be found at <http://www.uwex.edu/topics/Agriculture.cfm>.

Federal

The Town of Glenmore, by nature of it having less than 10,000 residents and being located outside of the Green Bay Metropolitan Area, meets the requirements of some of the U.S. Department of Agriculture-Rural Development Programs. Therefore, the Town may be eligible for Rural Development Economic Assistance programs. However, there are typically strict income limits associated with the programs, so the Wisconsin Division of USDA-Rural Development should be contacted regarding eligibility for certain programs. A complete listing of USDA-Rural Development programs can be found at <http://www.rurdev.usda.gov/wi/programs/index.htm>.

Recommendations

The following is a summary of economic development recommendations for the Town of Glenmore:

General Recommendations

- Develop a comprehensive list of potential economic development funding mechanisms through the state and federal government.
- Encourage farming as an economic activity by discouraging new residential development near active farms.
- Support efforts by local farmers in entrepreneurial agricultural through direct farm-to-market sales and farm-based value-added business activities, among others.
- Continue to permit home occupations as small business incubators as long as they are clearly secondary to the residential use.

- Consider implementing a commercial and industrial site and building design standards ordinance to ensure that new development is consistent with the rural character of Glenmore.
- Locate new small-scale local businesses in nodes near intersections rather than in long strips along main roads. New businesses should be encouraged to locate in Shirley to help create a unique identity for the community.
- Coordinate with nearby communities in siting businesses that are part of a Green Bay/Fox Valley region business cluster or that fulfill employment needs in the area.
- Ensure that future residential development does not adversely impact currently active nonmetallic mining operations in Glenmore.
- Complete and maintain an inventory of existing vacant buildings and land identified as potentially contaminated (brownfield) with industrial or petroleum-based pollutants. Brownfields should be cleaned and promoted for redevelopment through the use of state and federal brownfield cleansing funds.
- Business development should be designed with consideration of the sensitivity of the agricultural lands and environmental features that this plan identifies along the Town's primary drainage corridors and the Niagara Escarpment.
- Business site plans should include pedestrian access (where appropriate), parking (preferably behind the building), and parking lot landscaping standards, including landscaped islands within large parking lots that break up the expanse of asphalt, consistent with the rural character of Glenmore.
- Contact the various economic development agencies for technical support and grant resources listed in this chapter when evaluating specific economic development projects.

CHAPTER 5

Housing

Housing in Glenmore is very rural in nature with homes typically associated with farming or other agricultural activity. Although the Town is overwhelmingly rural, there are a few newer single-family homes that have been recently developed either on individual lots or within one of the three small residential subdivisions in the Town.

The Issues and Opportunities chapter of the plan contains the forecasts for new housing units within the Town of Glenmore over the next 20 years. This chapter will build on these forecasts by identifying existing trends and characteristics of the housing market and by providing recommendations on various standards, tools, and resources to ensure that future residential development does not detract from the Town's rural character.

Housing Characteristics

Age

Figure 5-1 shows that the number of new homes built in Glenmore has remained rather consistent for the past 30 years, with an average of 6.5 new homes built per year. The chart also shows that Glenmore has a proportionately higher number of homes that may be almost 70 years old or older as compared to Brown County and the State of Wisconsin. Therefore, as the housing stock continues to age, it will be necessary for the Town to ensure that the housing units remain in good condition through current building code enforcement. The Town should also consider the adoption of a building and property maintenance code to address dilapidated buildings and yards with unscreened inoperable vehicles or machinery.

Figure 5-1: Age of Housing Units in the Town of Glenmore

Year Structure Was Built	Glenmore	%	Brown County	%	Wisconsin	%
1990-1999	77	19.9%	19,322	21.5%	389,792	16.8%
1980-1989	53	13.7%	13,292	14.7%	249,789	10.7%
1970-1979	66	17.1%	17,449	19.3%	391,349	16.9%
1960-1969	8	2.1%	11,400	12.6%	276,188	11.9%
1950-1959	20	5.2%	10,910	12.1%	291,948	12.6%
1940-1949	23	6.0%	5,776	6.4%	178,914	7.7%
1939 or Earlier	139	36.0%	12,050	13.4%	543,164	23.4%
Total	386	100.00%	90,199	100.00%	2,321,144	100.00%

Source: U.S. Bureau of the Census, 2000 Census of Population and Housing, Table DP-4 Profile of Selected Housing Characteristics: Glenmore Town, Wisconsin.

Structures

The Town of Glenmore has a significantly higher percentage of 1-unit detached structures (typically single-family homes) at 94.8 percent than either Brown County or the State of Wisconsin at 63.2 and 66.0 percent, respectively. The Town has a proportionately much smaller percentage of duplexes and all types of multifamily units. The relative lack of more dense housing types is most likely due to a lack of public sewer and water services within the Town that could adequately handle the needs of these more dense housing types and because Glenmore has not yet faced the development pressures that surrounding Towns have. However, Glenmore should begin to monitor the demands of a changing population to ensure that the Town's housing will continue to meet their needs. Figure 5-2 identifies the total number of structures in Glenmore and the number of units they contain.

Figure 5-2: Units in Structure for Glenmore, Brown County, and Wisconsin, 2000

Units in Structure	Glenmore	%	Brown County	%	Wisconsin	%
1-Unit Detached	366	94.8%	57,000	63.2%	1,531,612	66.0%
1-Unit Attached	0	0.0%	4,428	4.9%	77,795	3.4%
2 Units	5	1.4%	8,143	9.0%	190,889	8.2%
3 or 4 Units	0	0.0%	3,554	3.9%	91,047	3.9%
5 to 9 Units	0	0.0%	6,214	6.9%	106,680	4.6%
10 to 19 Units	0	0.0%	4,032	4.5%	75,456	3.3%
20 or More Units	0	0.0%	5,172	5.7%	143,497	6.2%
Mobile Home	15	3.8%	1,649	1.8%	101,465	4.4%
Boat, RV, Van, Etc.	0	0.0%	7	0.0%	2,703	0.1%
Total	386	100.00%	90,199	100.0%	2,321,144	100.00%

Source: U.S. Bureau of the Census, 2000 Census of Population and Housing, Table DP-4 Profile of Selected Housing Characteristics: Glenmore Town, Wisconsin.

From discussions with the Town of Glenmore, it was indicated that the Town has averaged about 12 new single-family homes per year since 2000. It is expected that this trend will continue for the next several years.

Occupancy

According to the 1990 U.S. Census, there were a total of 314 housing units within the Town of Glenmore. This compares with 386 units in 2000, which is an increase of 72 units (22.9 percent) over the 10-year period. The breakdown of housing units into owner-occupied and renter-occupied shows that owner-occupied units accounted for 87.7 percent of the Town's dwelling units in 1990, and this percentage increased slightly to 89.1 percent owner-occupied housing by 2000. A higher percentage of owner-occupied housing units is not likely to occur over the course of the next 20 years because the Town is not planning to provide public sewer or water service that would help to accommodate this type of development. However, small multifamily and scattered duplex units could be developed on septic systems and wells, provided that they are adequately maintained and monitored. Figure 5-3 summarizes the changes that occurred between 1990 and 2000.

Figure 5-3: Change in Housing Occupancy Characteristics in Glenmore, 1990 and 2000.

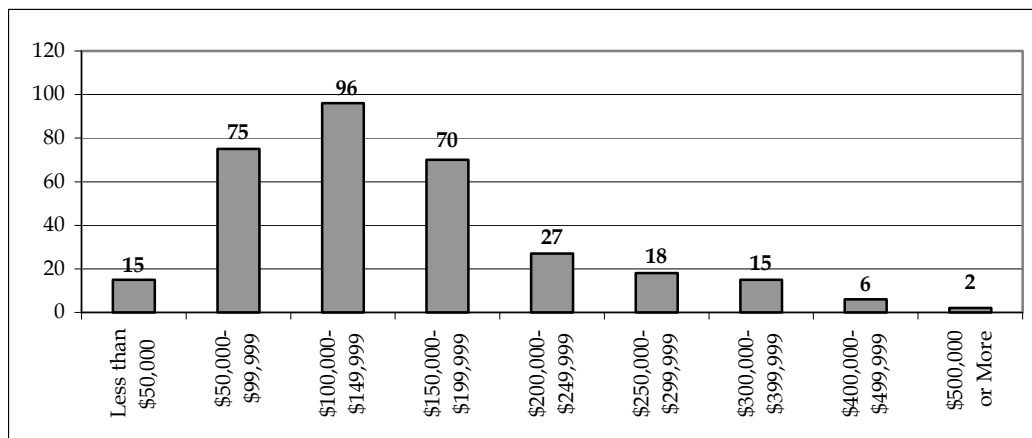
	1990 Census	% of Total	2000 Census	% of Total	Increase or Decrease	Percent Change 1990 - 2000
Total Housing Units	314	100.0%	386	100.0%	72	22.9%
Occupied Housing Units	308	98.1%	375	97.2%	67	21.8%
Owner-Occupied	270	87.7%	334	89.1%	64	23.7%
Renter- Occupied	38	12.3%	41	10.9%	3	7.9%

Source: U.S. Census Bureau, 1990 and 2000.

Value

According to the 2000 census, the largest segment of the Town's homes is valued between \$100,000 and \$149,999 (29.6 percent), while 23.1 percent of the homes are valued between \$50,000 and \$99,999. When reviewing the Year 2000 Census median owner-occupied home value for Glenmore (\$134,600) compared to that of Brown County at \$116,100 and the State of Wisconsin at \$112,200, it is apparent that homes in Glenmore have a relatively higher value. The difference in median home value, although relatively small, may be due to the generally larger lot sizes that are prevalent in Glenmore in order to accommodate onsite well and septic systems (See Figure 5-4.).

Figure 5-4: Town of Glenmore Owner-Occupied Housing Values in 2000



Source: U.S. Bureau of the Census, 2000 Census of Population and Housing, Table H84 Value for All Owner Occupied Housing Units

Due to the limited number of existing home sales in Glenmore, an accurate determination of median sale prices from Brown County Property Listing data for the years of 1997-2003 was not able to be determined. However, as home prices have continued to rise countywide, it can be generally assumed that home prices in Glenmore have also continued to increase from the aforementioned \$134,600 median owner-occupied home value from the Year 2000 Census.

Housing Expenses

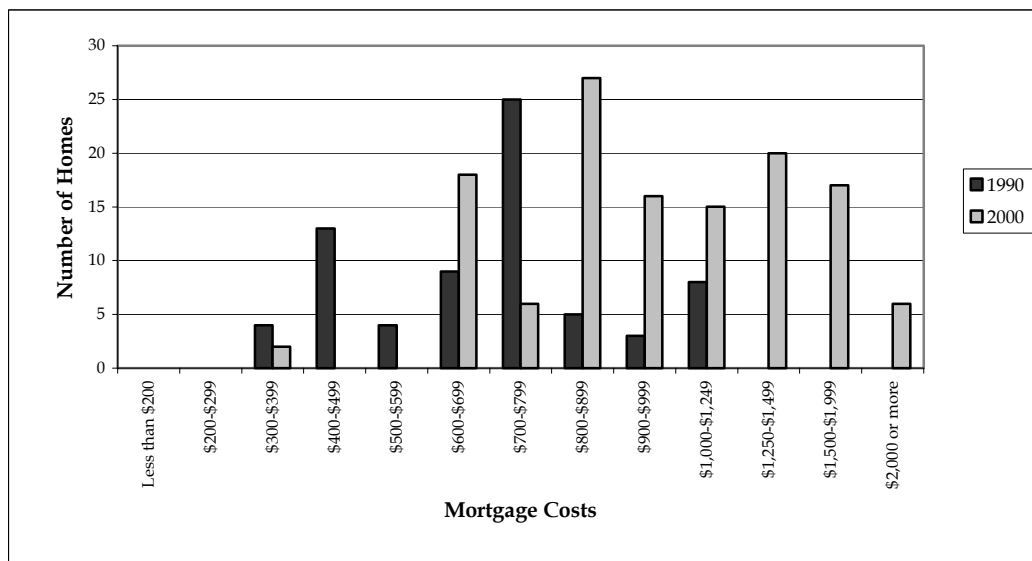
In order to compare housing costs across a set time-period, in this case 1990–2000, inflation must be taken into account. The Consumer Price Index (CPI-U-RS), created by the U.S. Bureau of Labor Statistics (BLS) and revised annually, was used to determine the appropriate inflation factor. The revised CPI-U-RS series, released in April 2002 by the BLS, shows that the index value for 1990 was 196.3 and 250.8 for 2000. Therefore, the factor to adjust to 2000 constant dollars is $250.8/196.3$ or 1.277636. In the following analyses of rent and mortgage expenses, the median values will be adjusted by the inflation factor of 1.277636.

Rent

The number of rental units in Glenmore did not change much between 1990 and 2000, with 38 and 41 rental units each year, respectively. Due to the existence of few available rental units in the Town, the gross rent varies widely; although, a general trend between 1990 and 2000 shows an increase in rent charged. Between 1990 and 2000, the median gross rent for a rental unit in Glenmore increased from \$356 to \$559, which is an increase of 57.0 percent in ten years. When inflation is factored in and restated in terms of 2000 dollars, the 1990 rent is \$455. Even when adjusted for inflation, the median rent in Glenmore has increased by 22.9 percent. This may be a market reaction to the relatively few rental units in Glenmore, thereby driving up the price of the existing rental units. However, the City of De Pere, Town of Ledgeview, and Village of Denmark all contain a sizeable number of rental units and have the public services and utilities to support them, which helps to satisfy the majority of the demand for rental housing in Glenmore.

Mortgage

Figure 5-5: Owner-Occupied Mortgage Costs in the Town of Glenmore, 1990 and 2000.



Source: U.S. Bureau of the Census, 1990 and 2000 Census of Population and Housing.

Mortgage cost increases in Glenmore have largely stayed close to the rate of inflation over the past ten years. In 1990, the median monthly mortgage cost for a home in Glenmore was \$722. When inflation is factored in, the 1990 median monthly mortgage expense equates to \$922 in constant year 2000 dollars. The 2000 median monthly mortgage cost was \$966, which is just \$44 (4.8 percent) more than the inflation-adjusted 1990 cost. This compares to the neighboring Town of Rockland, which saw its average mortgage increase from \$733 in 1990 to \$1,264 in 2000 (72 percent increase) or an inflation adjusted \$936 in 1990 to \$1,264 in 2000 (35 percent increase). Maintaining housing cost increases similar to the rate of inflation should be a continued goal for the Town in order to maintain affordable housing options for current and future residents. See Figure 5-5 for a graph depicting the ranges of owner-occupied mortgage costs in Glenmore.

Housing Affordability Analysis

The Housing Affordability Analysis is based on the recommended process contained in *Housing Wisconsin: A Guide to Preparing the Housing Element of a Comprehensive Plan*, developed by the University of Wisconsin Extension. This process is being used to estimate if there is an adequate supply of affordable housing for Glenmore residents with limited means. The analysis for Glenmore is based on a 4-person family median income of \$52,200 per year, which was the median income for the Town of Glenmore, according to the 2000 census.

The approach required by the U.S. Department of Housing and Urban Development (HUD) for consolidated plans is to look at the median income for a community and determine how many units are available to various low- and moderate-income households. Extremely low-income households are those with incomes below 30 percent of the area median household income. Very low income is defined as an income between 30 percent and 50 percent of the area median household income. Low-income households are those with incomes between 50 percent and 80 percent of the area median household income. Moderate-income households have incomes between 80 percent and 95 percent of the area median household income. HUD defines affordability as paying no more than 30 percent of household income for housing. The affordability threshold is not an underwriting standard and does not mean that households are unable to pay more than that amount. Households may choose to pay more to get the housing they need or want. However, according to HUD standards, people should have the choice of having decent and safe housing for no more than 30 percent of their household income.

The Glenmore analysis found that a family of four within the 50th percentile bracket of median family income (\$26,100) looking for housing in the Town could spend up to \$653 per month in rent or mortgage/interest/property tax escrow if they allocate up to 30 percent of their income to housing. According to the 2000 U.S. Census, of the 127 homes with a mortgage, there are approximately 11 homes in Glenmore that currently have mortgage payments of \$650 or less and approximately 18 rental units that rent for less than \$650, which means that the Town contains a total of approximately 29 affordable housing units for a family of four within the 50th percentile bracket of median household income. This represents about 7.5 percent of Glenmore's 386 housing units in the year 2000.

As a means for comparison, the Wisconsin Housing and Economic Development Authority (WHEDA) housing calculator estimates that a family with an income at the 50th percentile of \$26,100, minimum monthly debt payment of \$100 (car loan, student loan, etc.), a down payment of 5 percent of the purchase cost, and an interest rate of 6.5 percent could afford a home priced up to \$89,314.

In further interpreting the findings, there are 28 families in the Town that earn less than \$24,999. As previously stated, in 2000 there were 11 homes and 18 rental units in the Town with mortgage payments or gross rent of less than \$650 and would, therefore, be within the purchasing power of these households. Although it may appear that there may be an adequate supply of affordable owner-occupied homes, the median value of a single-family home in the Town of Glenmore was \$134,000 in 2000 and has likely increased in value since then (albeit based on previous analysis) at a rate commensurate with inflation. Therefore, a home that was purchased in 1990 may have a mortgage that would appear affordable, but if the same home were sold today, the selling price and, therefore, the mortgage would increase and would likely be taken out of the affordable range. The Town should continue to monitor home prices in the Town to ensure an adequate range of housing types while understanding that the limited level of public services provided by the Town may be a limiting factor in providing a wide diversity of housing types.

The Brown County Comprehensive Plan Housing chapter analyzed the amount of affordable housing each community in Brown County contained (based on year 2000 census data and on the Brown County 50 percent of median family income of \$28,946 per year resulting in \$700 being available per month for rent or mortgage, interest, and property taxes) as a percentage of its total number of housing units. According to the County plan analysis, the Town of Glenmore contained 382 total housing units in 2000, accounting for 0.42 percent of the total number of Brown County housing units. Of the 382 total housing units in the Town, 23 owner-occupied units (0.42 percent of the total Brown County affordable owner-occupied housing) and 41 renter-occupied units (0.17 percent of the total Brown County affordable rental housing) were available for under \$700 per month.

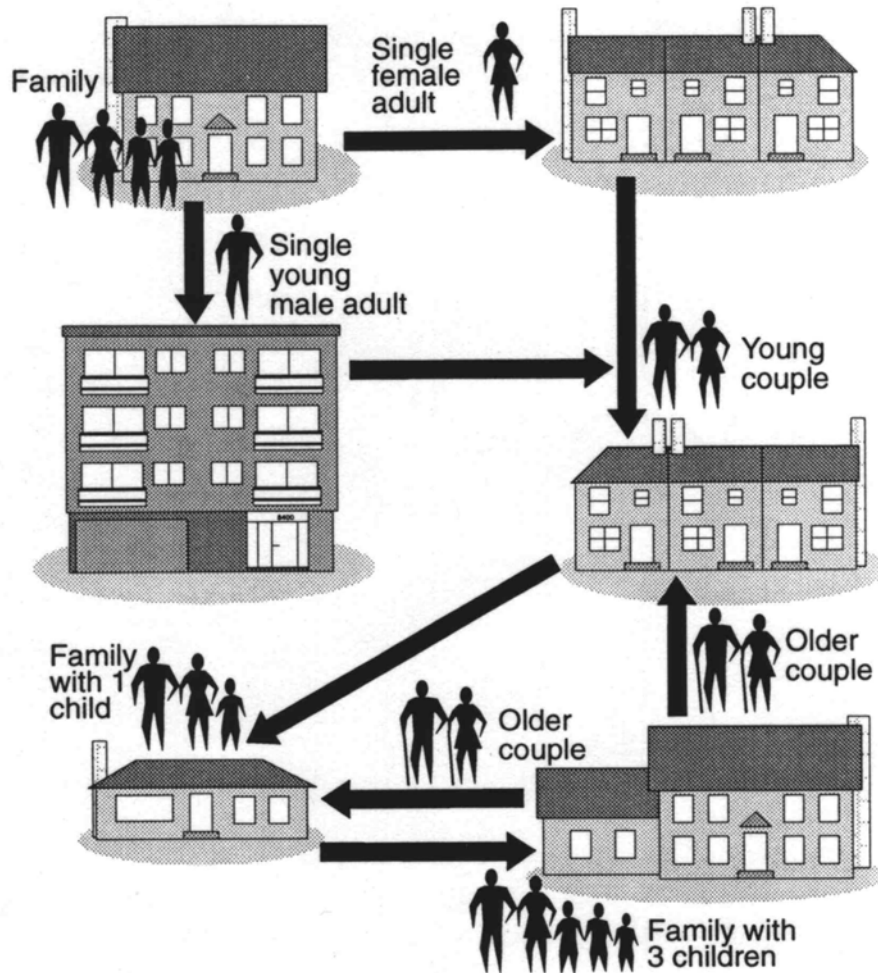
The Brown County Comprehensive Plan states as one of its recommendations, "Challenge the local communities to provide a percentage of affordable housing proportional to their percentage of total housing units in Brown County." As the analysis indicates, the Town is below its proportional share of affordable owner-occupied and rental housing units. However, this is unlikely to change within the next 20 years due to the Town not providing public sewer or water and providing generally limited levels of other public services necessary to support higher density and, therefore, less expensive housing.

Range of Housing Choices

While understanding that the lack of public services limits the range of housing choices that are and will be available within the Town, it is important to recognize that as people go through various stages in their life, their preferred housing type may change. Although the Town may currently depend on other neighboring communities to provide

the complete range of housing, this section contains a series of recommendations the Town can implement to maintain its current housing stock and increase its range of housing choices while keeping the overall agricultural character. Figure 5-6 provides a representation of how a person's housing preferences might change over time.

Figure 5-6: Change in Housing Preferences Over Time



Source: Local Government Commission, 2003.

Educate Residents and Homebuilders Regarding “Visitability” Concepts

One of the ways a community can account for an aging population is to encourage the inclusion of “visitability” features into new homes. As people age, their ability to move around their own home can become increasingly difficult. For a number of elderly and mobility-impaired residents, the simple presence of a single stair to enter a home could cause a great deal of difficulty. According to Green Bay-based Options for Independent Living, “visitability” applies to the construction of new single-family homes to make them “visit-able” by people with physical or mobility disabilities. Typically, visitable homes have:

- One entrance with no steps.
- A minimum 32-inch clear passage through all the main floor doors and hallways.
- A useable bathroom on the main floor.

Although these improvements do not allow full accessibility, such as is promoted in universal design, they do allow (at a minimum) elderly and people with a mobility limitation the ability to visit a home or remain living in their home for a longer period of time.

Recommendations

It is very important for the Town to continue to monitor its progress in meeting the goals and objectives of the plan's Housing chapter. To attain the goals and objectives, the following recommendations were developed based on the input received from the town-wide visioning session, citizens advisory committee meetings, State of Wisconsin Comprehensive Planning Law, and sound planning principles:

- Keep informed of housing affordability issues and the possible need for more affordable homes in Glenmore as the population continues to grow, age, and diversify.
- Encourage the placement of new homes in areas that will not adversely affect farming operations. Site locations that should be considered include along fence-lines, on non-prime agricultural soils, in wooded or other non-farmed areas, and close to the road. Homes should generally not be placed in the middle of active farm fields or have long driveways that cross through an actively farmed field.
- Continue to ensure that the Town's housing stock remains in good condition through code enforcement and the adoption of a housing and property maintenance code.
- Consider the development of individual rental units in the Town through duplex or 2-story (double-flat) homes.
- Large multifamily developments should be encouraged to locate in other areas of Brown County that are able to provide adequate public facilities and services for its residents.
- New residential developments should consider small-scale mixed uses (commercial, institutional, recreational, etc.) or home occupations that serve the Town and are in harmony with the Town's rural character and scale.
- Educate homeowners and builders about the advantages of including "visitability" concepts in new homes.
- The Town should contact the Brown County Housing Authority and Wisconsin Housing and Economic Development Authority (WHEDA) for additional information and resources in order to continue to diversify the Town's housing stock.

CHAPTER 6

Utilities and Community Facilities

Introduction

The presence and provision of public facilities and services within a community are closely intertwined with the growth and development patterns the community experiences. Decisions about where and when community facilities and public utilities will be constructed or extended are important in influencing future land use patterns. The analyses and recommendations within this chapter of the Town of Glenmore Comprehensive Plan are the first steps in that process, and this plan should be used to guide and direct, but not replace, detailed engineering studies, facility plans, and capital improvement programs.

Background

As a rural community within Brown County, the Town of Glenmore does not require a high degree of comprehensive services. Therefore, a very limited range of public and utility services is available within the Town. Currently, there are no known significant deficiencies or problems associated with these utilities, facilities, or services. However, the Town must periodically review its needs for services, and when a need is determined to exist, the Town should promptly and efficiently obtain those services.

Inventory and Analysis

This section of the Utilities and Community Facilities chapter provides detailed information about the Town of Glenmore's utilities, facilities, and other services and recommends actions to address identified concerns or issues. These recommendations are summarized at the end of this chapter.

Sanitary Sewer Service

There is currently no public sanitary sewer system in place in the Town of Glenmore. With the Town's emphasis on agricultural production and rural character, there is not expected to be a need to form a sanitary district or provide sanitary sewer to the Town in the timeframe of this plan.

However, in the event that the Town of Ledgeview incorporates and becomes a village, Ledgeview has offered to extend public sanitary sewer to a portion of the northern part of the Town of Glenmore as a component of a cooperative boundary agreement. Prior to permitting any sewered development in this area, the Town of Glenmore should develop a detailed plan that accounts for the impacts associated with more dense development. Some of the details that such a plan should contain include stormwater management facilities, an Official Map that generally identifies the main through roads, and potential park or recreation facilities, among many other potential facilities.

Onsite Sewage Disposal Systems

Onsite sewage disposal systems are those that store, treat, or dispose of wastewater (or perform a combination of these functions) on the site at which the wastewater is generated. Onsite sewage disposal systems are used in those areas that are not served by offsite systems. Typical examples of onsite systems include holding tanks, conventional septic systems, or pressure systems used by individual homeowners and small businesses located in rural areas.

According to the Brown County Soil Survey, much of the Town is considered to have severe limitations for conventional disposal fields due to slow water permeability and seasonal perched water tables. Although there are large areas of the Town that may be unsuitable for conventional disposal fields, mound systems can typically overcome these limitations.

In 1969, Brown County created Chapter 11 (the Brown County Private Sewage System Ordinance) of the Brown County Code pursuant to requirements of the Wisconsin State Statutes and the Wisconsin Administrative Code, which pertain to regulation of the construction, installation, and maintenance of plumbing in connection with all buildings in the state. Chapter 11 of the Brown County Code regulates the location, construction, installation, alteration, design, and use of all private onsite wastewater treatment systems (POWTS) within the County so as to protect the health of residents, to secure safety from disease and pestilence, to further the appropriate use and conservation of land and water resources, and to preserve and promote the beauty of Brown County and its communities.

In 2001, the Wisconsin Department of Commerce adopted revisions to Wisconsin Administrative Code COM 83 (Private Onsite Wastewater Treatment System) to recognize new technologies, provide consistent application of the code, incorporate new standards, provide more options to owners, improve treatment, revise outdated rules, address legislative intent, and define agency roles. These changes have been reflected in Chapter 11 of the Brown County Code. The effect of these changes has been to increase the options and opportunities for use of private onsite systems within the communities of Brown County.

According to the Brown County Zoning Department, there have been 114 sanitary permits issued within the Town of Glenmore since 1996. This information also indicates that in total there were 37 gravity flow onsite waste systems, about 166 pressure onsite waste systems, and about 95 holding tanks installed within the Town in 2003. The Brown County Zoning Department has also collected detailed holding tank pumping information since 1987. That information indicates that the total gallons of waste pumped per year within the Town has increased from 887,350 gallons in 1987 to 4,259,300 gallons in 2003, which is the second most in Brown County.

The Town should ensure the long-term viability of private onsite sewage disposal systems through continued support of Brown County's private sewage system ordinance. The ordinance requires inspections of all existing onsite sanitary systems at the time of sale of associated residence or building. Glenmore should also include

periodic informational articles regarding proper care and maintenance of private sewage systems in the Town's newsletter.

Water Supply

The residents and businesses of the Town of Glenmore currently use private wells for their water supply. According to the Brown County Health Department, there are no widespread water quality concerns within the Town. Reports and tests are conducted on an individual basis for bacterial contamination for residents who request their wells to be tested. However, anytime a person notices a distinct change in color, odor, or taste of their drinking water, they should contact the Brown County Health Department to obtain a sampling kit.

As stated by the Wisconsin Department of Natural Resources, all drinking water, no matter the source, may reasonably be expected to contain at least small amounts of some contaminants. Contaminants may include microbes, such as viruses and bacteria; inorganics, such as salts and metals; pesticides or herbicides; organic chemicals, such as petroleum byproducts; and radioactive substances. The presence of such contaminants does not necessarily indicate that the water poses a health risk.

The federal Safe Drinking Water Act of 1974 charged the Environmental Protection Agency (EPA) with promulgating drinking water standards to protect public health. These standards, known as "maximum contaminant levels" (MCLs), now cover approximately 52 substances. Primary MCL standards are designed to protect public health and include standards for organic and inorganic chemicals, microorganisms and bacteria, and turbidity. Secondary MCL standards are designed to protect public welfare and include color, odor, and taste. The Wisconsin DNR has promulgated state MCLs based on the federal MCLs whether its source is groundwater or surface water. These standards apply to any public water supply system. However, they technically do not apply to individual or non-public water supply systems but rather serve as guidance in determining if a well may be contaminated.

In 1984, Wisconsin State Statutes 160 and Administrative Codes NR 809 and 811 were created to minimize the concentration of polluting substances in groundwater through the use of numerical standards to protect the public health and welfare. The numerical standards created under NR 809 and 811 consist of enforcement standards and preventive action limits.

In order to ensure that Town residents understand the necessary maintenance and care associated with a private drinking water supply, the Town should provide educational materials, such as the WDNR publication, "Answers to Your Questions About Groundwater," to new residents and should provide informational articles and resources in the Town's newsletter.

Solid Waste Disposal and Recycling

Town of Glenmore residents have the option of privately contracting with a waste hauler or taking their garbage and recyclables to a joint waste drop-off site operated cooperatively with the Town of Morrison. Due to the rural nature and dispersion of

development in the Town, it would not likely be cost-effective to begin any kind of town-wide contracting for garbage or recycling pickup. Therefore, Glenmore should continue to cooperatively operate the garbage and recycling drop-off site in Morrison. However, this service should be monitored to ensure it continues to meet the needs of present and future residents of both communities.

Stormwater Management

In 1987, the federal government passed an amendment to the Clean Water Act that included several regulations relating to stormwater management and nonpoint source pollution control. The programs created by this legislation are administered by the U.S. Environmental Protection Agency and are targeted to control nonpoint source pollution from municipal, industrial, and construction site runoff.

As stated in the Wisconsin Department of Natural Resources' model stormwater runoff ordinance, uncontrolled stormwater runoff from land development activity has a significant impact upon water resources and the health, safety, and general welfare of the community. Uncontrolled stormwater runoff can:

- Degrade physical stream habitat by increasing stream bank erosion, increasing streambed scour, diminishing groundwater recharge, and diminishing stream base flows.
- Diminish the capacity of lakes and streams to support fish, aquatic life, recreational, and water supply uses by increasing loadings of nutrients and other urban pollutants.
- Alter wetland communities by changing wetland hydrology and by increasing pollutant loads.
- Reduce the quality of groundwater by increasing pollutant loads.
- Threaten public health, safety, property, and general welfare by overtaxing storm sewers, drainageways, and other minor drainage facilities.
- Threaten public health, safety, property, and general welfare by increasing major flood peaks and volumes.
- Undermine floodplain management efforts by increasing the incidence and levels of flooding.
- Diminish the public enjoyment of natural resources.

As development increases, so do these risks. Research indicates that many of these concerns become evident when impervious surfaces (rooftops, roads, parking lots, etc.) within a watershed reach 10 percent. A typical medium density residential subdivision can contain about 35 to 45 percent impervious surfaces. Therefore, such adverse impacts may occur long before the majority of a watershed becomes developed.

The Town of Glenmore Culvert Construction Standards identify a minimum 18-inch galvanized steel or plastic culvert that must be able to withstand the flow of a 25-year flood. A comprehensive stormwater management assessment and plan would identify potential trouble spots with regard to existing culverts and grades that might be causing

stormwater to back up into yards, fields, and wetlands and would identify areas where a larger culvert size might be required. It is recommended that the Town undertake a stormwater management plan and develop a stormwater ordinance to ensure that future stormwater facilities are constructed to a standard that will adequately handle stormwater quantity and quality.

Parks and Recreation

The provision of outdoor recreation and open space adds to the quality of life in a community. It enhances the attractiveness of a community, as well as fosters a sense of civic pride. The provision of an adequate supply of areas, facilities, and activities to accommodate the public's recreational needs has long been demonstrated to promote the general health, welfare, and safety of the community and its citizens.

In order to set forth a vision for future park and recreation facilities, communities typically develop a comprehensive outdoor park and recreation plan. The plan reviews state, county, and local goals for the provision of outdoor recreation facilities and identifies those that are pertinent to the local community. Once adopted, a comprehensive outdoor park and recreation plan provides eligibility to a community for numerous state and federal grants for a period of five years. After five years, the plan is required to be updated in order to retain eligibility.

Should the Town of Glenmore determine that there is a need for a park facility or local conservancy area in the future, it should first prepare an outdoor recreation plan to quantify local needs and prioritize acquisition and development activities. The plan should inventory the Brown County Open Space and Outdoor Recreation Plan, as well as the State of Wisconsin's "Statewide Comprehensive Outdoor Recreation Plan" (SCORP), in addition to analyzing appropriate locations and activities for outdoor recreation in Glenmore. Once completed, it should be submitted to the Wisconsin Department of Natural Resources to ensure eligibility for Stewardship program grants.

The Brown County Open Space and Outdoor Recreation Plan proposes a new county park and trail along the Niagara Escarpment near the Town's border with Ledgeview. The proposed 75-acre county park is to be developed at the site of Brown County's former East Side Landfill. The park should be designed to manage and provide protection to the cedar swamp and escarpment at this location. The site is envisioned to have nature trails, as well as an interpretive center for the cedar swamp and escarpment; although, additional recreational facilities could be added with financial support from the Towns of Ledgeview and Glenmore.

The proposed trail along the Niagara Escarpment would run a total of 24 miles and would connect the Fox River Trail from just south of Greenleaf and north along the escarpment to a proposed Allouez to Denmark rails-to-trails corridor. The trail is to be designed as a Level III trail, which would be for relatively light use (including walking, hiking, and possibly some biking) between connected recreation sites. The trail would be semi-improved with a crushed limestone base, narrow right-of-way, and a few access points or rest stops. Brown County and the local units of government would jointly determine the location, permitted uses, construction, and maintenance of the trail.

Should development be proposed in this area, the Town should require the dedication of a portion of the area or, at a minimum, a trail easement to ensure that future access is preserved. Until such time as it is proposed for development, this area should continue to be owned and utilized by the private property owners. This would not preclude the property owners from granting a trail easement or dedicating the trail land should they and the Town determine that a trail would be an amenity to the community and would be willing to grant a trail easement or dedication to the Town.

Glenmore does not currently have any public parks or recreation facilities within the Town. However, there are a few County parks located near the Town, including Fonferek's Glen in Ledgeview, Way-Morr Park in Morrison, Lily Lake Park in Eaton, and Neshota Park in New Denmark. Although active parks (ball diamonds, playgrounds, etc.) are not likely in the near future, the Town should consider the acquisition of passive "conservancy" areas through dedication, donation, or purchase of areas that are unique to Glenmore and help to maintain the Town's rural character.

Telecommunication

CenturyTel provides landline phone service to the entire Town. However, neither DSL Internet connections nor high-speed cable modem Internet connections are available in the Town.

Current trends in the telecommunications industry point to a greater demand for high-speed Internet access and cellular communications in the future. In response, many local communities across the country, including some within Wisconsin, are considering a proactive approach to the provision of this service to ensure that this service is provided to the community in the quickest, most equitable, and most efficient manner possible. The Town should actively work with CenturyTel and Time Warner Cable to ensure that high-speed Internet access becomes available to Glenmore residents and businesses in the near future.

Glenmore's Telecommunication Antennas and Towers Ordinance provides detailed requirements and standards for new towers that are to be located in Glenmore. The ordinance identifies the capacity of a tower for collocation of additional antenna equipment as a factor to consider in granting a conditional use permit for a new tower. Collocation of antenna equipment on existing towers should continue to be of primary importance to the Town as new towers are proposed.

In addition to cellular towers, there are a number of television, radio, radar, safety, and other communication towers located throughout Glenmore.

It is anticipated that telecommunication services will continue to be provided by the private sector and should be enhanced to meet the needs of Town residents.

Power Generation

Electricity and natural gas are provided in the Town of Glenmore by Wisconsin Public Service Corporation (WPS). WPS provides electricity and natural gas to all of Brown County, as well as to most of northeastern Wisconsin, including all or portions of 24

counties. WPS is in the process of converting its electric and gas meters to new automated meters, which will result in better accuracy, fewer estimated readings, and a quicker response to outages.

Glenmore residents typically utilize fuel oil, propane, or wood as their primary sources for heating their homes. Natural gas is not yet available to Glenmore residents because establishing gas lines to serve the relatively low density of homes in the Town is cost-prohibitive.

Additionally, Glenmore has two 600-kilowatt wind turbines located in the west central portion of the Town. They were erected in February 1998 as part of a cooperative pilot project among Wisconsin Public Service (WPS), Wisconsin Power and Light (WP&L), WE Energies, Madison Gas and Electric (MG&E), and the U.S. Department of Energy (DOE) to determine the feasibility of generating electricity in Wisconsin from the wind. Wisconsin Public Service continues to own and operate the turbines, and according to WPS, when operating at full capacity, the turbines are able to provide electricity to approximately 450 homes.

It is anticipated that power generation will continue to be provided by the private sector and will continue to meet the demands of the Town.

Cemeteries

There are three cemeteries within the Town of Glenmore that are operated by local churches. It is anticipated that the cemeteries will be adequate for the timeframe of the plan.

Healthcare

The Town of Glenmore primarily relies upon private healthcare providers located in the City of Green Bay, City of De Pere, and Village of Denmark. Many services are also provided to the citizens of the Town, as well as to the rest of Brown County, by the Brown County Health Department.

As the Town's population continues to age, it will be necessary to ensure adequate access to healthcare facilities. In the context of the Town of Glenmore, this primarily relates to access to transportation to reach the facilities. Private-for-profit enterprises are available to provide transportation to healthcare facilities, and they should be utilized. It is anticipated that these services will be adequate for the timeframe of this comprehensive plan.

Elderly Care

Glenmore primarily relies upon private elderly care providers located in the Green Bay Metro Area; although, there are also elderly care facilities located closer in Ledgeview and Wayside. Many services are provided to the citizens of the Town, as well as the rest of Brown County, by the Brown County Aging Resource Center. Town residents also have access to the Denmark Senior Center.

While additional future demands should continue to be addressed primarily by these agencies, the Town should encourage such uses within its own community when properly designed and located. An elderly care facility located in Shirley or other community node would provide a local service to those elderly residents who do not wish to move out of the Town.

Childcare

There are no licensed childcare facilities within the Town. However, if properly designed and located or if part of an in-home occupation, a childcare facility would provide a local service for residents and should be encouraged.

Emergency Services

Emergency service is vital to the welfare and safety of the community and is one of the few services a community provides that is equally important to both residents and businesses. The level of this service varies greatly from community to community based, in part, upon its size and population level. It is also common that the level of this service changes as the community grows.

The Brown County Sheriff's Department provides routine police and patrol service to the Town of Glenmore. This is the same service the Sheriff's Department provides to all municipalities within the County that do not have their own police department. It is unlikely that the Town will have a need for additional police protection during the timeframe of this plan.

The Morrison, Denmark, and Ledgeview Volunteer Fire Departments provide fire protection to the Town of Glenmore. All three fire departments have pumper and tanker trucks to obtain and deliver water to fires in the Town. Glenmore has proactively addressed fire protection by developing a 69,000-gallon cistern next to the community center, which is available to the fire departments for fire fighting purposes. Mutual aid agreements are also in place with all surrounding fire departments. Glenmore should continue to support the volunteer fire departments in order to provide adequate fire protection to Town residents.

Rescue service (ambulance and paramedic) is provided to the Town by contract with County Rescue Services. Although adequate for now and for the foreseeable future, the Town should periodically study its police, fire, and rescue services to ensure that they continue to meet the needs of the community.

Libraries

The Town of Glenmore relies upon the public Brown County Library system to meet its library needs. The most used aspect of the library by residents of Glenmore is the library's bookmobile. The bookmobile brings books and other library services to the rural parts of Brown County, and it stops at Immanuel Church and School in Shirley. Glenmore residents should continue to support the continuation of the bookmobile in order to ensure continued access to the Brown County Library system.

In addition to the bookmobile, many Town residents frequent the Denmark Branch of the Brown County Library in the Denmark High School and the Kress Family Branch of the Brown County Library in De Pere. Both libraries have computer terminals with public Internet access.

Schools

The Town of Glenmore is split nearly in half, with the western half of the Town in the Unified School District of De Pere and the eastern half of the Town in the Denmark School District. Development in the Town of Glenmore will not likely be of a scale or density over the next 20 years to influence school district policies or facility locations. Although unlikely over the duration of this comprehensive plan, the Town should inform both school districts in the event of any kind of large residential development proposal so that they may adequately project future school enrollment and facility needs.

Post Office

Residents and businesses within the Town of Glenmore generally utilize the U.S. Post Offices in Denmark and De Pere. Larry's Piggly Wiggly in Ledgeview also has a full-service postal substation for residents to utilize. It is anticipated that this service will continue to meet the needs of the Town.

Government

The recently constructed Town of Glenmore Community Center, located at 5718 Dickinson Road, is the only local governmental facility of note in the Town. The community center also functions as the Glenmore town hall and may be rented for private functions, as well. The community center is expected to continue to meet the governmental and community needs of Glenmore over the next 20 years.

Summary of Recommendations, Policies, and Programs

There are many approaches the Town of Glenmore can take to achieve the utilities and community facilities goal and objectives listed in this plan's Issues and Opportunities chapter. They range from specific one-time actions to broad ongoing programs. A summary of those actions and programs as they pertain to the utilities and community facilities of Glenmore is provided in this section.

- Continue to utilize private onsite systems to dispose of sewage.
- Disseminate information to all property owners in the Town regarding the importance of proper maintenance for private sewage systems and resources available to repair failing systems.
- Support Brown County's private sewage disposal system ordinance that requires inspections of all existing onsite sanitary systems at the time of sale of the associated property and the ordinance's mandatory 3-year maintenance program.
- Prior to any publicly-sewered development occurring in the Town of Glenmore as a result of the Town of Ledgeview incorporating, a detailed neighborhood plan should

be completed for the area to ensure adequate provision of services, road layouts, facilities, etc.

- Provide information to Town of Glenmore homeowners regarding the importance of testing their wells for contaminants. This may include the use of various WDNR informational handouts and information relating to Brown County's voluntary well-testing program.
- Continue to cooperate with the Town of Morrison regarding the joint recycling and garbage drop-off site, while periodically reviewing whether it is continuing to meet the needs of the residents.
- The Town of Glenmore should undertake a stormwater management plan to address concerns regarding culvert size and to proactively address federal and state requirements relating to construction sites.
- The Town should work with Brown County and support its countywide parkway and trail efforts, particularly as they relate to a potential new county park on the Town's border with Ledgeview and Rockland.
- Consider the development of a small active park near the Glenmore community center to continue to enhance the Town's community-oriented rural atmosphere.
- Work with local, state, and regional public and nonprofit groups to identify potential conservancy areas in the Town.
- Work with the local telephone and cable companies to ensure that the Town will have access to high-speed Internet connections in the near future.
- Work with WPS to ensure that the wind turbines are properly maintained.
- Continue to utilize the Town's Telecommunication Antennas and Towers Ordinance to properly site, collocate, and design telecommunication facilities.
- Work with private and nonprofit groups to ensure elderly residents have transportation to healthcare facilities.
- Periodically review police, fire, and rescue services to ensure that they continue to meet the needs of the Town.
- The Town should keep the De Pere and Denmark school districts informed of any large developments proposed for Glenmore.

CHAPTER 7

Natural, Cultural, and Agricultural Resources

In rural communities, such as Glenmore, agricultural and natural resources define the community's character and impact every resident's quality of life. Agriculture has historically been and continues to be the dominant land use activity in Glenmore. Land devoted to agricultural use occupies almost 83 percent of the land area within the Town. While there has been a reduction of land in the Town devoted to agriculture within the last 20 years, the results of the public visioning sessions and other public input strongly indicate that agriculture is an important resource of the Town of Glenmore, and the Town should take steps to help preserve it.

Throughout the visioning session and other public meetings, preservation of agricultural land was identified as the most important concern of Town residents. The top issue identified during the Town visioning process was for the Town to "slow the conversion of agricultural land to new homes as much as possible." Five out of the top nine issues that came out of the Town visioning session involved preserving and maintaining farmland and preserving the rural atmosphere of the Town.

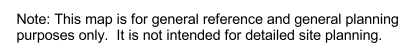
This plan will examine ways to build upon these resources to establish and promote community identity, while at the same time preserving the land and the rural way of life the residents enjoy.

Inventory and Analysis

Soils

Soil is one of the major building blocks of the environment. It is the interface between what lies above the ground and what lies underneath. The relationship between soil and agriculture is obvious. However, the relationships between soil and other land uses, while almost as important, are often less apparent. In Brown County, as elsewhere in North America, little attention is given to soils in regard to the location and type of future development. Among the reasons for this is the complacency by many that modern engineering technology can overcome any problems associated with soils. While this is true, the financial and environmental costs associated with overcoming soil limitations can often be prohibitive.

Soils in the Town of Glenmore are predominantly Kewaunee, Manawa, and Waymor silt loams and silty clay loams. These soils are deep, well-drained to somewhat poorly drained soils found on glacial till plains and along drainageways. Except for areas of steep slope, the soils are rated prime agricultural. Slopes are typically zero to 12 percent. Generally the slopes become less severe as one goes south in the Town. There are a few scattered areas of muck and wet soils in the Town found on small depressions and along drainage corridors. Soils in the extreme northwest corner of the Town are underlain by limestone bedrock. Some of this area has already been converted to quarry operations.



Most of Glenmore's soils are well suited to all of the crops commonly grown in Brown County. Some of these soils have to be drained to be productive. Additionally, soil type should be reviewed when identifying potential sites for residential development. Figure 7-1 identifies soil limitations for dwellings with basements. These areas are typically located in very wet areas, along stream corridors, and where there are very steep slopes.

Prime Farmland

The Soil Survey of Brown County, Wisconsin, defines prime farmland as soils with capability classes of I and II. Class I soils have few limitations that restrict their use, while Class II soils have moderate limitations that reduce the choice of plants or that require moderate conservation practices. Based upon the soil survey, much of the land in the Town is considered prime farmland. Some of these lands have been converted to non-farm use, but most continue to be farmed.

The main areas in the Town where prime agricultural soils do not exist generally are associated with corridors of the tributaries located within the Town and the isolated pockets of wetlands and woodlands scattered throughout the Town. The largest block of nonproductive land is located in the northern portion of the Town west of CTH G. Other nonproductive lands are scattered about in various areas of the Town.

Productive Agricultural Lands

The Brown County Farmland Preservation Plan identifies Brown County's farmlands as irreplaceable resources that are necessary to the continued well-being of the County's economy. The plan further states that the protection of these farmlands and orderly rural and urban growth are deemed to be in the broad public interest.

Based on the year 2000 Brown County land use inventory, the Town of Glenmore has about 17,401 acres of land devoted to agriculture. This amounts to approximately 83 percent of the land in the Town. There has been a decrease in agricultural lands within the Town for the past 20 years due to the decline in the agricultural economy and the changing over of agricultural lands to rural residential use. While some changeover of agricultural lands has occurred, Glenmore has done a much better job than many other Towns within Brown County to protect the agricultural resource from non-farm development. Agricultural land is located throughout the Town. Glenmore's productive agricultural lands are displayed in Figure 7-2.

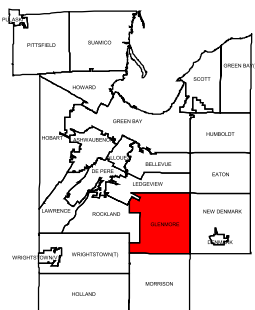
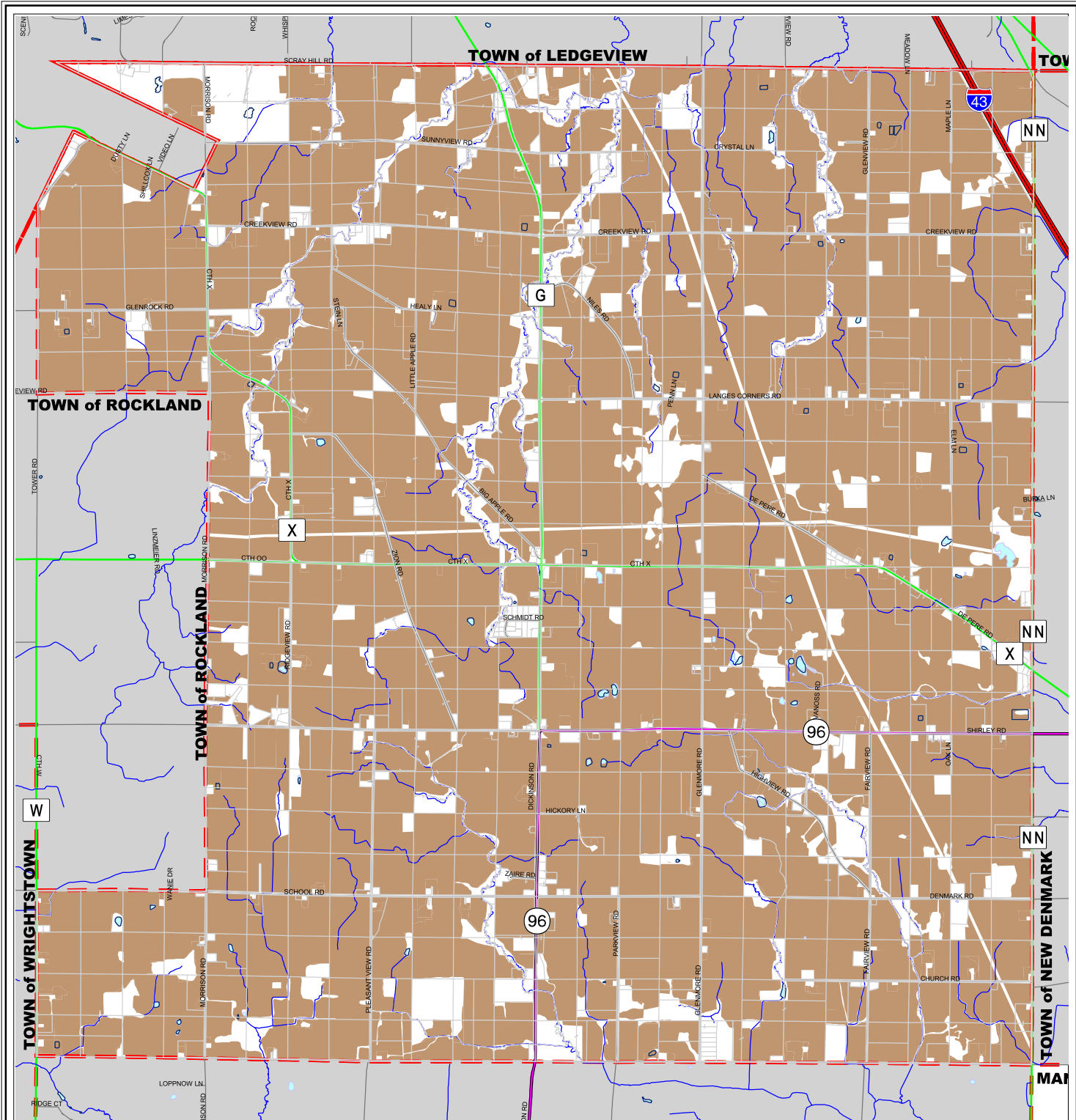
There are multiple factors that define productive agricultural lands. First, soils are included if they are defined as being prime farmland without any limitations in the soil survey of Brown County. If a soil is prime farmland but currently in a developed state, it is not included. Also included are those soils that are currently in a productive state, regardless of prime farmland classification.

The Brown County Farmland Preservation Plan identified most of the soils within the Town of Glenmore as prime agricultural soils. The classification of these soils was based on several soil characteristics and soil measurement guides. Generally, prime agricultural soils are those in a non-eroded condition that have a predicted crop yield of

Figure 7-2

Productive Agricultural Lands

Town of Glenmore, Brown County, WI



1 0 1 Miles

This is a compilation of records and data located in various Brown County and City of Green Bay offices and is to be used for reference purposes only. The map is controlled by the field measurements between the corners of the Public Land Survey System and the parcels are mapped from available records which may not precisely fit field conditions. Brown County/ City of Green Bay are not responsible for any inaccuracies or unauthorized use of the information contained within. No warranties are implied.

Map prepared by Brown County Planning Department, January 2005.

Productive Agricultural Lands

Source: Brown County Land Inventory, 2001.

Note: This map is for general reference and general planning purposes only. It is not intended for detailed site planning.

85 bushels of corn or grain per acre, a slope less than 6 percent, and a soil capability of Class I or II.

Like many rural towns, the Town of Glenmore has experienced some development pressure from the metropolitan areas. New lot splits for residences have occurred in the Town but at a lower rate than most other Brown County municipalities. Most of these new residences have been built on what had been agriculture land located along county trunk highways and local roads within the Town. While there have been only three recorded subdivision plats within the Town in the last 20 years, all three have occurred within the last four years.

The amount of land in the Town enrolled in the Farmland Preservation Program declined during the period of 1995 to 2002. There were 9,010 acres of land enrolled in the program in the year 2002. This is about 25 percent fewer acres than in 1995 when there were 12,093 acres enrolled in the program.

Despite ongoing anticipated development pressures, the Town wishes to retain its rural lifestyle. This plan in general and the Land Use chapter in particular will guide the Town in implementing policies that encourage the preservation of farming.

Existing Regulations and Laws Affecting Livestock Facilities

Because of the changing farm climate, municipalities in Brown County are seeing the creation of more large dairy farms. Many communities are thinking about enacting local requirements to regulate this type of farm operation. Before a community determines a need to enact local regulations to regulate large animal farms, it is important for a municipality to have a knowledge and understanding of the existing county and state regulations presently in place that regulate this type of farm.

Brown County administers an Animal Waste Management Ordinance. This ordinance regulates the installation and design of animal waste storage facilities and animal feedlots so as to protect the health and safety of residents and the environment. Permits must be received from the county for animal feedlots that exceed 500 animal units, for construction of any animal waste storage facility, or for any animal feedlot that has received a notice of discharge under Wisconsin Statutes. Animal waste facility and animal feedlot plans need to provide provisions for adequate drainage and control of runoff to prevent pollution of surface water and groundwater. Permits for these uses require separation and setbacks from adjacent properties, from lakes and streams, and vertical separation from groundwater. The ordinance prohibits overflow of manure storage facilities, unconfined manure stacking adjacent to water bodies, direct runoff to water bodies, and it prohibits unlimited livestock access to waters of the state where high concentrations of animals prevent adequate sod cover maintenance.

The State of Wisconsin through the Wisconsin Department of Natural Resources (DNR) regulates manure management for all farms that have 1,000 or more animal units. A concentrated animal feeding operations (CAFO) permit must be received from the DNR for farms exceeding 1,000 animal units. Once the permit is issued, the farm operators must comply with the terms of the permit by following approved construction specifications and manure spreading plans, conducting a monitoring and inspection

program, and providing annual reports. The purpose of the implementation of the permit requirements is to ensure that no discharge of pollutants to navigable waters or groundwater occurs. Operators must also submit an application for permit renewal every five years and notify the DNR of any proposed construction or management changes.

The State of Wisconsin has enacted a bill to establish standards for the siting of livestock facilities. The bill requires that the Wisconsin Department of Agriculture, Trade and Consumer Protection develop and adopt by rulemaking best management practices and siting criteria for the siting of livestock facilities that exceed 500 animal units within areas zoned agricultural. Local units of government that choose to regulate the siting of livestock operations will be required to adopt these state standards. Any application for a new livestock operation or expansion of an existing facility would be approved if the site meets the state standards, unless through scientific study the local unit of government can prove that the livestock facility will have a negative impact on the local environment. The local unit of government may deny a permit if the site is located in a zoning district that is not zoned agricultural.

The bill will address soil and water conservation concerns, animal waste management, and nonpoint source water pollution control. It may also consider such factors as setback requirements, air quality, and other conditions applicable to the situation. A local unit of government may only apply more stringent requirements than state standards if it bases the requirements on scientific findings that show a more stringent requirement is needed to protect public health and safety.

The Town of Glenmore has enacted an Animal Waste Management zoning classification within the Town zoning ordinance. This section of the zoning ordinance applies to new and expanding animal feeding operations. Among the requirements within this zoning classification are plans on how manure will be transferred into and removed from the facility, including the traffic pattern to be used, holding the owner of the facility liable for damage to town roads damaged during construction of the proposed facility, inspection of existing wells in proximity to the proposed facility, and the potential for the applicant to repair or pay for new wells on adjacent lands if damaged by use of the applicant's land use. The State of Wisconsin bill cited regarding the siting of livestock facilities may affect the existing Town zoning ordinance regarding animal waste management. The Town will need to review the state siting criteria once it has been developed and adopted by the state to see how it might apply to or impact the existing Town of Glenmore Animal Waste Management Ordinance.

Surface Water

Surface water is one of the most important natural resources available in a community. Lakes, rivers, and streams offer enjoyment, peace, and solitude. Surface waters provide recreational opportunities to anglers, boaters, hunters, water skiers, swimmers, sailors, and casual observers alike. Surface waters provide an end source for drainage after heavy rains, provide habitat for countless plants, fish and animals, are a source of drinking water for many communities, and are a source of process water for industry and agriculture. Lands immediately adjacent to such waters have an abundance of cultural and archeological significance because they were often the location of Native

American and early European settlements. For all these reasons and more, surface waters are typically the most important natural resource a community contains.

Because of this importance, numerous federal, state, and local laws and regulations have been created to protect surface waters. They range from the commerce clause of the United States Constitution to county floodland zoning regulations. The most heavily regulated waters are those that are determined to be natural and “navigable.”

Figure 7-3 identifies the surface water resources within the Town of Glenmore. Drainage within the Town consists of small, intermittent streams that flow out of the Town and feed Bower Creek to the north, Neshota River to the northeast, Devils River to the southeast, and the Branch River to the southwest. The tributary of Bower Creek is the most pronounced in the Town. Many of the streams are dry in the summer, and runoff provides the basis for much of the water within the streams. Because of this, the streams tend to be muddy. Bottom materials of the streams are generally silt. However, bedrock is exposed in a number of the streambeds in the northern portion of the Town.

A watershed is an area of land where all of the water on it and under it drains to the same place. Within this area of land, all living things are linked by the common waterway. Three watersheds are located in the Town of Glenmore. They are the East River Watershed, the West Twin River Watershed, and the Branch River Watershed.

The East River Watershed is the largest watershed in the Town and drains most of the north and western portions of the Town. The West Twin River Watershed is located in the far eastern and southern portions of the Town. The Branch River Watershed drains the extreme southwestern corner of the Town and only occupies a small portion of the Town.

The protection and preservation of the Town’s surface waters should be one of its highest natural resources priorities. Doing so will help establish these waters as a benefit of and attraction to the community and will address many of the objectives of this plan and many of the important issues raised by the public during the visioning process.

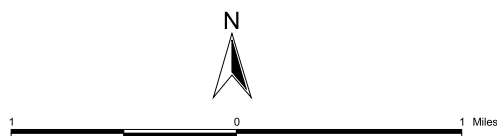
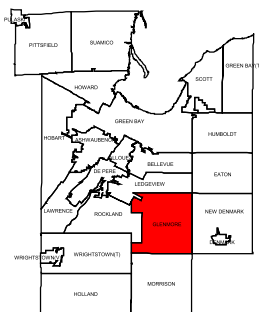
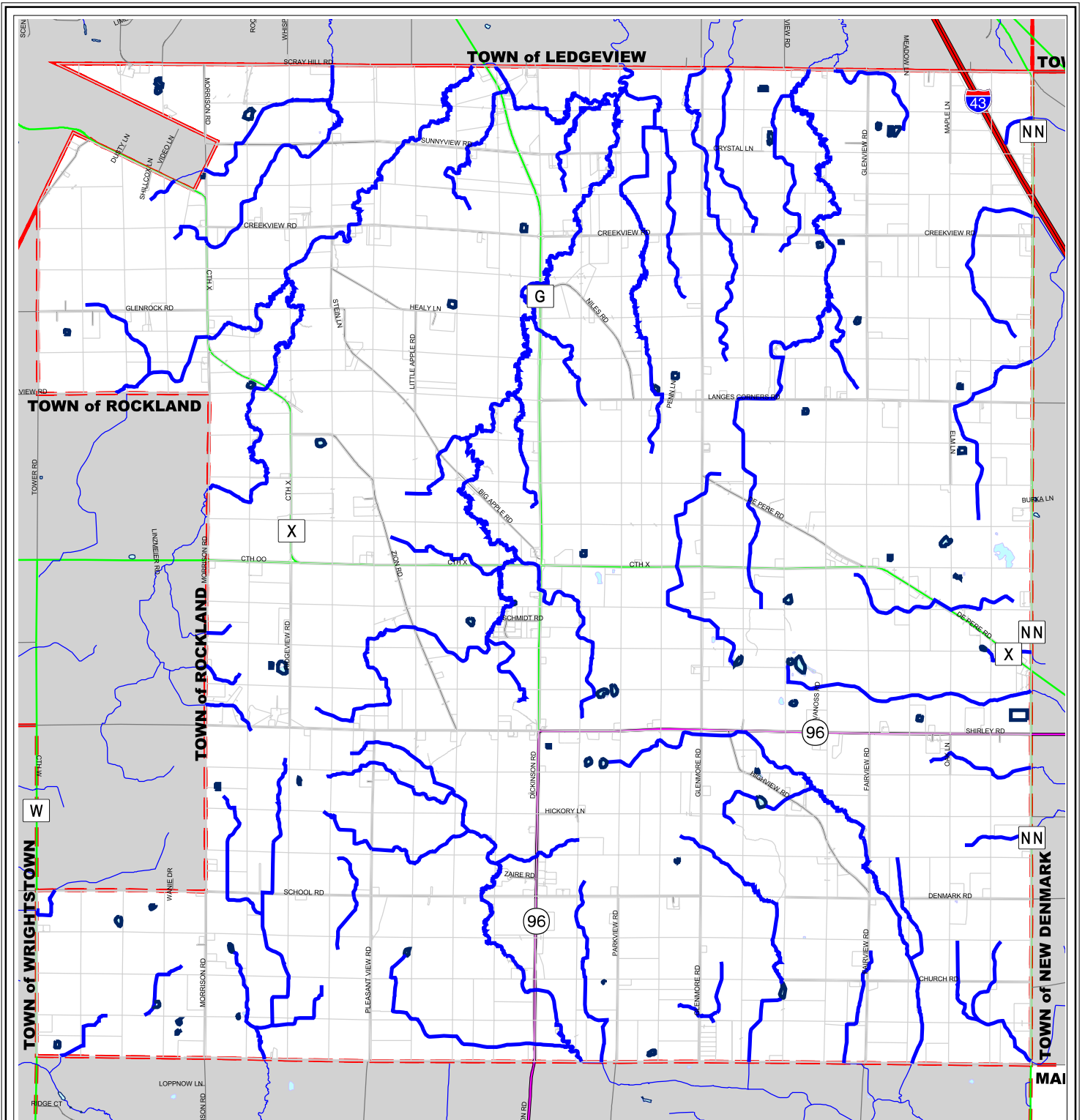
Floodplains

Floodplains are natural extensions of waterways. All surface waters possess them; although, the size of the floodplain can vary greatly. They store floodwaters, reduce flood peaks and velocities, and reduce sedimentation. They also provide habitat and serve as filters for pollution.

Like surface waters, the importance of floodplains is also recognized and is regulated by federal, state, county, and local governments. The State of Wisconsin mandates floodplain zoning for all communities under Wisconsin Administrative Code NR 117. These minimum standards must be implemented in order to meet eligibility requirements for federal flood insurance.

For regulatory, insurance, and planning purposes, the 100-year recurrence interval flood hazard area (also referred to as the regional flood) is most often used. This is the land that has a 1 percent chance of being flooded in any given year.

Figure 7-3
Surface Water Features
 Town of Glenmore, Brown County, WI



This is a compilation of records and data located in various Brown County and City of Green Bay offices and is to be used for reference purposes only. The map is controlled by the field measurements between the corners of the Public Land Survey System and the parcels are mapped from available records which may not precisely fit field conditions. Brown County/ City of Green Bay are not responsible for any inaccuracies or unauthorized use of the information contained within. No warranties are implied.

Map prepared by Brown County Planning Department.
 January 2005.

Surface Water Features

Source: Brown County Land Conservation Office

Note: This map is for general reference and general planning purposes only. It is not intended for detailed site planning.

Although there are no mapped floodplains in the Town of Glenmore, it is important for the Town to keep in mind that all streams have a floodplain, regardless of its size. Therefore, when development is proposed near a stream, the Town should require a detailed flood study by a professional engineer to ensure a flood would not impact the proposed development. Additionally, flood studies may have already been completed by local engineering firms for several waterways as part of development projects or road, bridge, or culvert crossings, so floodplain information may be available for portions of streams or small tributaries. Figure 7-4 presents a diagram of a floodplain and identifies its constituent parts, including both the floodway and flood fringe.

There are several threats to floodplains and the resource values that they represent:

- **Filling**, which might diminish the flood storage capacity of the floodplain. This could have the effect of raising the flood elevation or increasing flow velocities to the detriment of upstream or downstream properties.
- **Grading**, which can degrade the resource functions of floodplains, such as filtering pollutants or providing habitat.
- **Impediments**, which include encroachment of buildings or undersized culverts and bridge openings. These manmade and natural impediments affect the size and proper functioning of floodplains and pose potential hazards to adjacent residents and passersby.
- **Impervious surfaces**, which can increase the velocity of the flood flows, increase the number of pollutants, reduce the amount of natural wildlife habitat, and limit the amount of infiltration of stormwater into the ground.

Due to the importance of floodplains for environmental, regulatory, and insurance purposes, it is recommended that flood studies be undertaken for all rivers and streams where development is proposed. Such flood studies should map both the floodway and the flood fringe portions of the 100-year recurrence interval flood hazard area, should be based upon full development of the drainage basin, and should be reviewed and approved by both the Wisconsin Department of Natural Resources and Federal Emergency Management Agency (FEMA). If detailed flood studies are not undertaken and/or do not take into consideration the effects of future development of the watershed, future flooding events may be more extensive and may cause greater property damage.

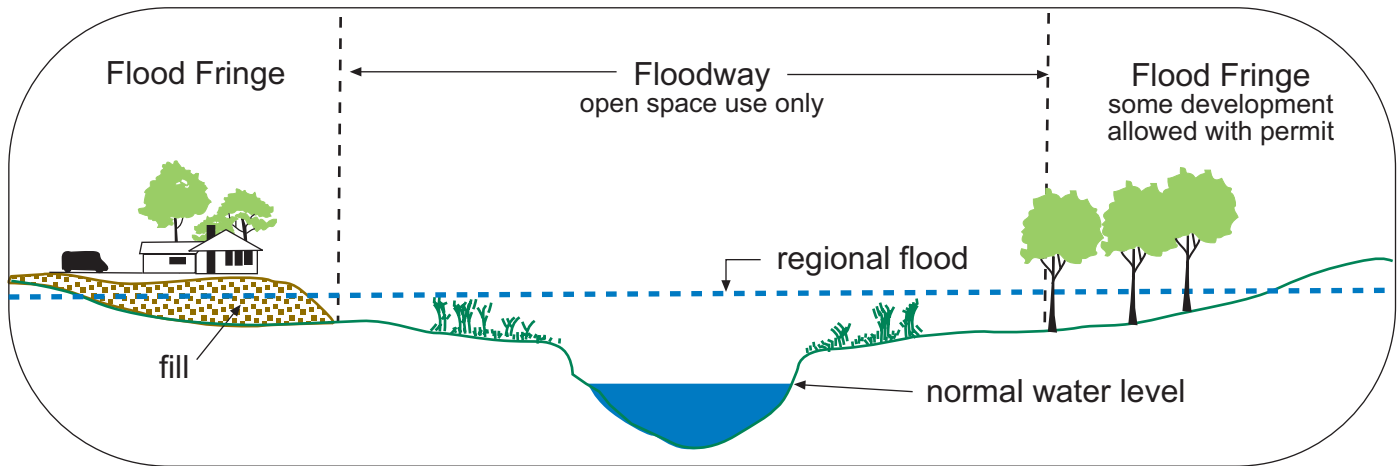
Under current regulatory requirements, the floodways would be off limits to development; although, development could occur within the flood fringe areas with receipt of appropriate permits and approvals, and agricultural activities could continue within the floodplain.

Shorelands and Stream Corridors

Shorelands are the interface between land and water. In its natural condition, shorelands are comprised of thick and diverse vegetation that protect lakes, rivers, and streams. If these areas are developed, this vegetation is lost, and fish, wildlife, and water quality are damaged.

Figure 7-4

Floodlands and Floodplain Zoning



Definitions

Floodplain - That land which has been or may be covered by floodwater during the regional flood. The floodplain includes the floodway and flood fringe areas.

Floodway - The channel of a river or stream and those portions of the floodplain adjoining the channel required to carry the regional flood discharge. The floodway is the most dangerous of the floodplain. It is associated with moving water.

Flood Fringe - The portion of the floodplain outside of the floodway, which is covered by floodwater during the regional flood. It is associated with standing water rather than flowing water.

Regional Flood - That area where large floods are known to have occurred in Wisconsin, or which may be expected to occur, at a frequency of one percent during any given year. Also referred to as the 100-year floodplain or 100-year recurrence interval flood hazard area.

Source: Wisconsin Department of Natural Resources

Like floodlands, the importance of shorelands is recognized and is regulated by state and local government. Wisconsin mandates shoreland zoning for all unincorporated communities under Wisconsin Administrative Code NR 115. Figure 7-5 presents a diagram of the state-mandated minimum shoreland zoning requirements. Shoreland zoning is primarily intended to control the intensity of development near and to create a buffer around lakes, rivers, and streams. The buffer is intended to remain an undeveloped strip of land that protects the water from the physical, chemical, hydrological, and visual impacts of nearby development. The Brown County Zoning Department is the agency that typically enforces these standards with oversight provided by the Wisconsin Department of Natural Resources.

These restrictions do not apply to non-navigable waters. All lakes, rivers, and streams, no matter how small, should be assumed to be navigable until determined otherwise by the DNR.

As shorelands are closely related to floodplains, so are the threats to the resource values of shorelands. In addition, research being conducted by the DNR and others indicates that current state-mandated shoreland zoning standards might not be adequate to properly protect water quality and shoreland ecosystems.

Under current regulatory requirements, the 75 feet closest to navigable waters are off limits to development; although, development could occur within the remainder of the shoreland area with receipt of appropriate permits and approvals, and agricultural activities could continue within the shoreland area.

Based upon the importance of the Town's shorelands and their relationship to surface water, the Town should encourage protection of the shoreland area whenever possible. In this regard, the Town should take full advantage of federal, state, and county funding and other assistance in the establishment of stream buffers. The Town should also consider conservancy zoning where appropriate if the Town determines that it has the capability to administer and enforce such a zoning classification.

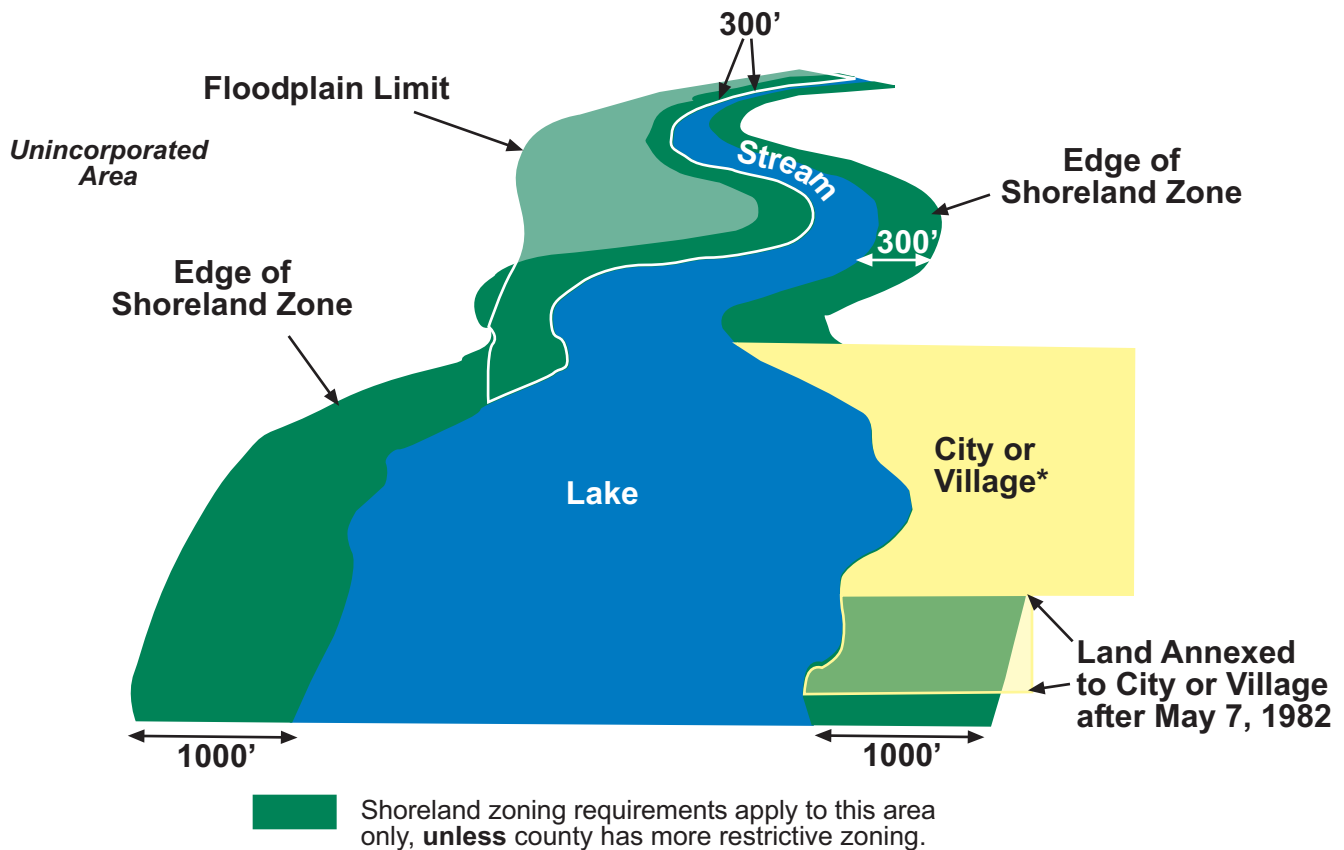
Wetlands

Wetlands are characterized by water at or near the ground level, by soils exhibiting physical or chemical characteristics of waterlogging, or by the presence of wetland-adapted vegetation. Wetlands are significant natural resources that have several important functions. They enhance water quality by absorbing excess nutrients within the roots, stems, and leaves of plants and by slowing the flow of water to let suspended pollutants settle out. Wetlands help regulate storm runoff, which minimizes floods and periods of low flow. They also provide essential habitat for many types of wildlife and offer recreational, educational, and aesthetic opportunities to the community.

The Wisconsin Wetlands Inventory Map identifies a rather small amount of wetlands located within the Town. As shown on Figure 7-6, the WDNR digital wetlands inventory identified approximately 471 acres of wetlands within the Town. The wetlands are generally small in size and are scattered throughout the Town. The southern and the eastern portions of Town have the most wetlands. The largest block of wetlands are

Figure 7-5

Shorelands and Shoreland Zoning



*Cities and villages are required to zone wetlands within the shoreland.

Definitions

Shoreland Zone - The shoreland zone is located within 1,000 feet of the ordinary high water mark (OHWM) of a "navigable" lake, pond, or flowage or within 300 feet of the OHWM of a "navigable" stream or river or to the landward side of the floodplain, whichever distance is greater.

Ordinary High Water Mark - The ordinary high water mark is the boundary between upland and lake or riverbed. It is the point on the bank or shore up to which the presence and action of the water is so continuous as to leave a distinct mark either by erosion, destruction of terrestrial vegetation, or other easily recognized characteristics.

Navigable - Generally, a waterway is navigable if it has a bed and banks and can float a canoe at some time each year - even if only during spring floods. Even small intermittent streams that are seasonally dry may meet the test of navigability. Navigable lakes and streams are public waterways protected by law for all citizens.

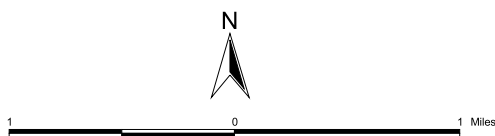
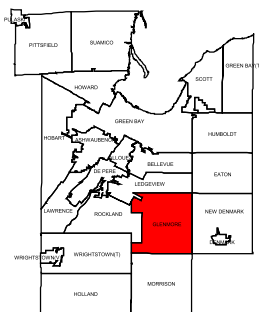
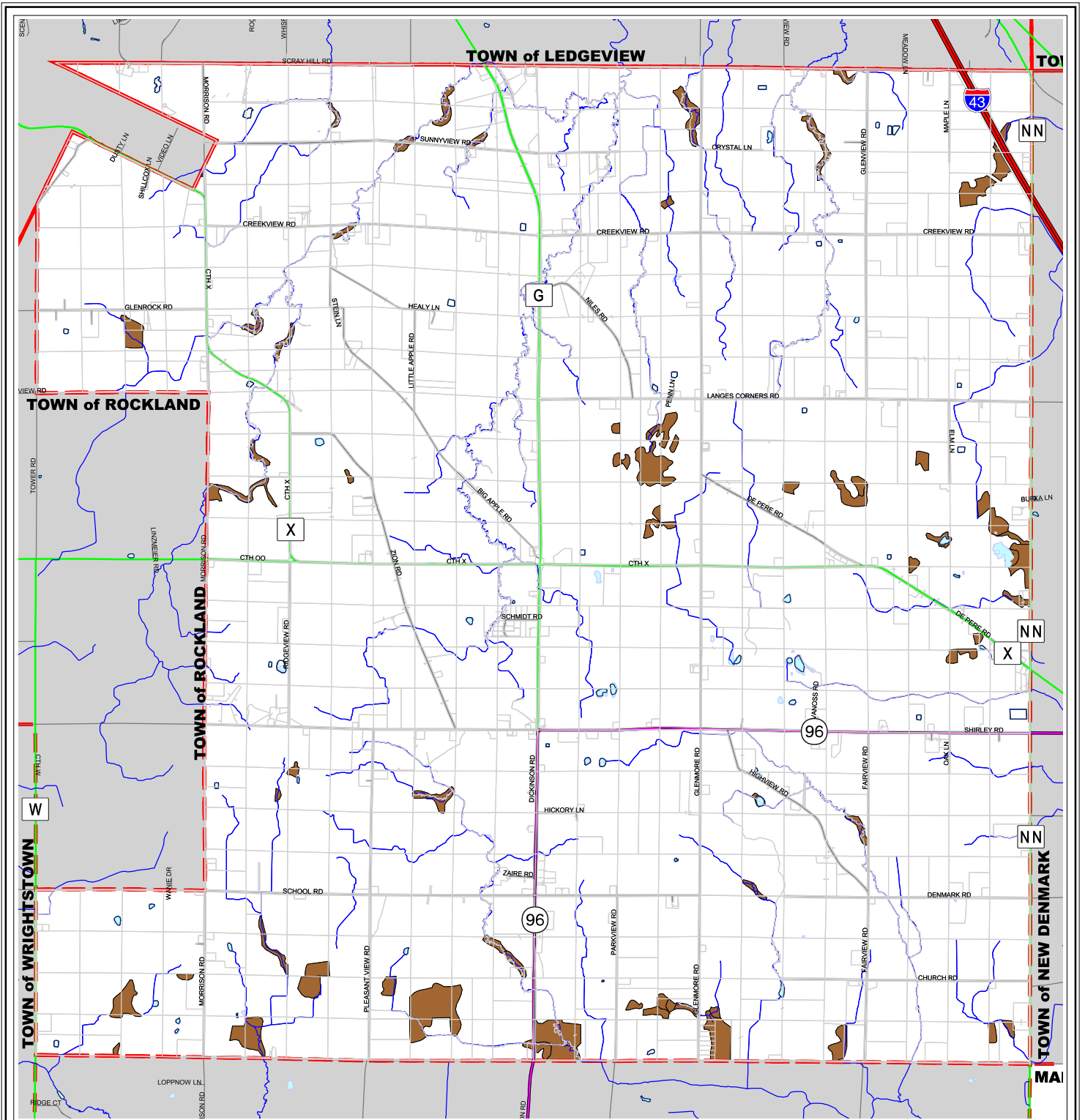
Unincorporated Areas - Lands lying outside of incorporated cities or villages.

Source: Wisconsin Department of Natural Resources

Figure 7-6

WDNR Wetlands

Town of Glenmore, Brown County, WI



WDNR Wetlands

Source: Wisconsin Department of Natural Resources

Note: This map is for general reference and general planning purposes only. It is not intended for detailed site planning.

This is a compilation of records and data located in various Brown County and City of Green Bay offices and is to be used for reference purposes only. The map is controlled by the field measurements between the corners of the Public Land Survey System and the parcels are mapped from available records which may not precisely fit field conditions. Brown County/ City of Green Bay are not responsible for any inaccuracies or unauthorized use of the information contained within. No warranties are implied.

Map prepared by Brown County Planning Department.
January 2005.

located in Section 15 in the central portion of the Town, in Section 13 in the eastern portion of the Town, and in Sections 33 and 34 in the southern portion of Town.

The primary threats to wetlands are filling of the wetland and conversion to another land use. Although an array of federal, state, and local regulations help protect them, wetlands (especially smaller ones) are still lost to road construction and other development activities. The draining of wetlands can also occur through tiling and rerouting of surface water. Some agricultural areas are actually former wetlands that would probably revert back to wetland character if left alone for a period of time.

Even if wetlands are not directly filled, drained, or developed, they still can be impacted by adjacent uses. Siltation from erosion or pollutants entering via stormwater runoff can destroy the wetland. Previously healthy and diverse wetlands can be reduced to degraded “muck holes” where only the hardiest plants like cattails can survive. Invasive plant species, such as purple loosestrife, can also negatively affect wetlands.

Under current regulatory requirements, all wetlands are off limits to development unless appropriate permits and approvals are obtained. In addition, under certain situations, agricultural activities may be regulated within wetlands. In this regard, the Town should take full advantage of federal, state, and county funding and other assistance in the protection of existing wetlands and restoration of drained wetlands. The Town should also consider conservancy zoning where appropriate if the Town determines that it has the capability to enforce such zoning and it is in the best interest of the Town.

Environmentally Sensitive Areas

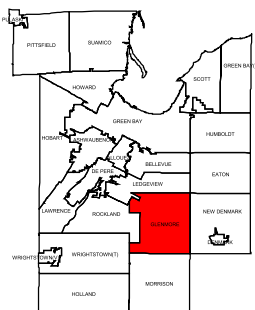
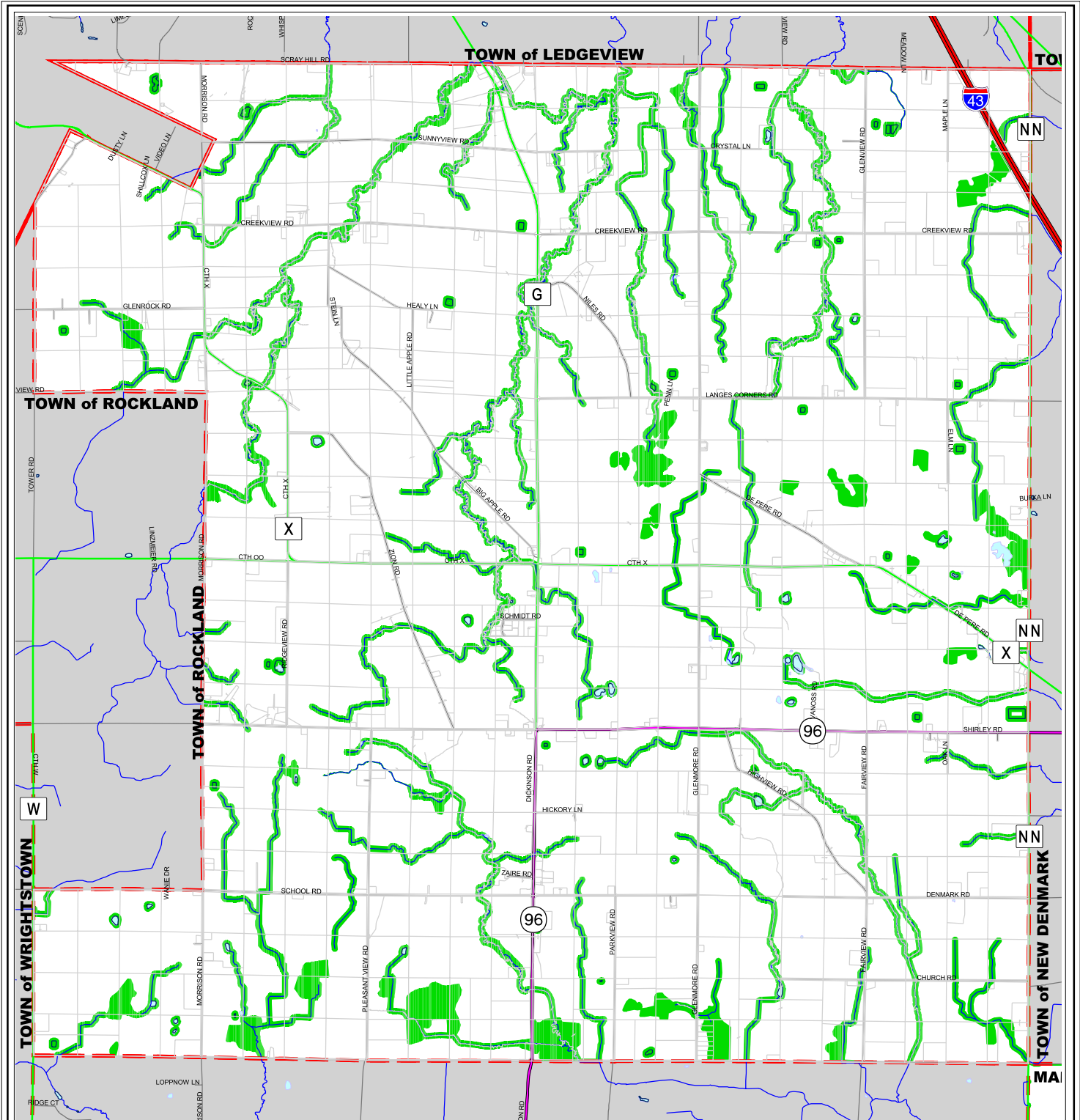
Environmentally sensitive areas (ESAs) are defined by the Brown County Planning Commission as portions of the landscape consisting of valuable natural resource features that should be protected from intensive development. They include all lakes, rivers, streams, wetlands, floodways, and other locally designated significant and unique natural resource features. ESAs also include a setback or buffer from these features. In addition, they include areas of steep slopes (slopes 12 percent or greater) when located within or adjacent to any of the features previously noted (see Figure 7-7). Research and experience from throughout Wisconsin indicate that the potential exists for significant adverse water quality impacts if these areas are developed.

Identification and protection of ESAs are required by both state and county regulations under Wisconsin Administrative Code NR 121, the Brown County Sewage Plan, and the Brown County Subdivision Ordinance. The County sewage plan and the County subdivision ordinance are enforced during the review and approval of all land divisions that are regulated by the Brown County Subdivision Regulations and/or during review of requests for public sanitary sewer extensions. The intent of the ESAs is to protect water-related natural resource features from the adverse impacts often associated with development. Landowners within the Town with water-related natural resource features on their property are encouraged to contact the Brown County Planning Commission when considering splitting off land for land sale.

Figure 7-7

Environmentally Sensitive Areas

Town of Glenmore, Brown County, WI



1 0 1 Miles

Environmentally Sensitive Areas

Source: Wisconsin Department of Natural Resources

Note: This map is for general reference and general planning purposes only. It is not intended for detailed site planning.

This is a compilation of records and data located in various Brown County and City of Green Bay offices and is to be used for reference purposes only. The map is controlled by the field measurements between the corners of the Public Land Survey System and the parcels are mapped from available records which may not precisely fit field conditions. Brown County/ City of Green Bay are not responsible for any inaccuracies or unauthorized use of the information contained within. No warranties are implied.

Map prepared by Brown County Planning Department. January 2005.

Development and associated filling, excavation, grading, and clearing are generally prohibited within ESAs; however, certain non-intensive uses, such as public utilities and public recreation, are often allowed. In conjunction with proper erosion control and stormwater management practices both during and subsequent to development within and adjacent to these areas, protection of the ESAs can provide numerous benefits, including:

- Recharge of groundwater.
- Maintenance of surface water and groundwater quality.
- Attenuation of flood flows and stages.
- Maintenance of base flows of streams and watercourses.
- Reduction of soil erosion.
- Abatement of air pollution.
- Abatement of noise pollution.
- Favorable modification of micro-climates.
- Facilitation of the movement of wildlife and provision of game and non-game wildlife habitat.
- Facilitation of the dispersal of plant seeds.
- Protection of plant and animal diversity.
- Protection of rare, threatened, and endangered species.

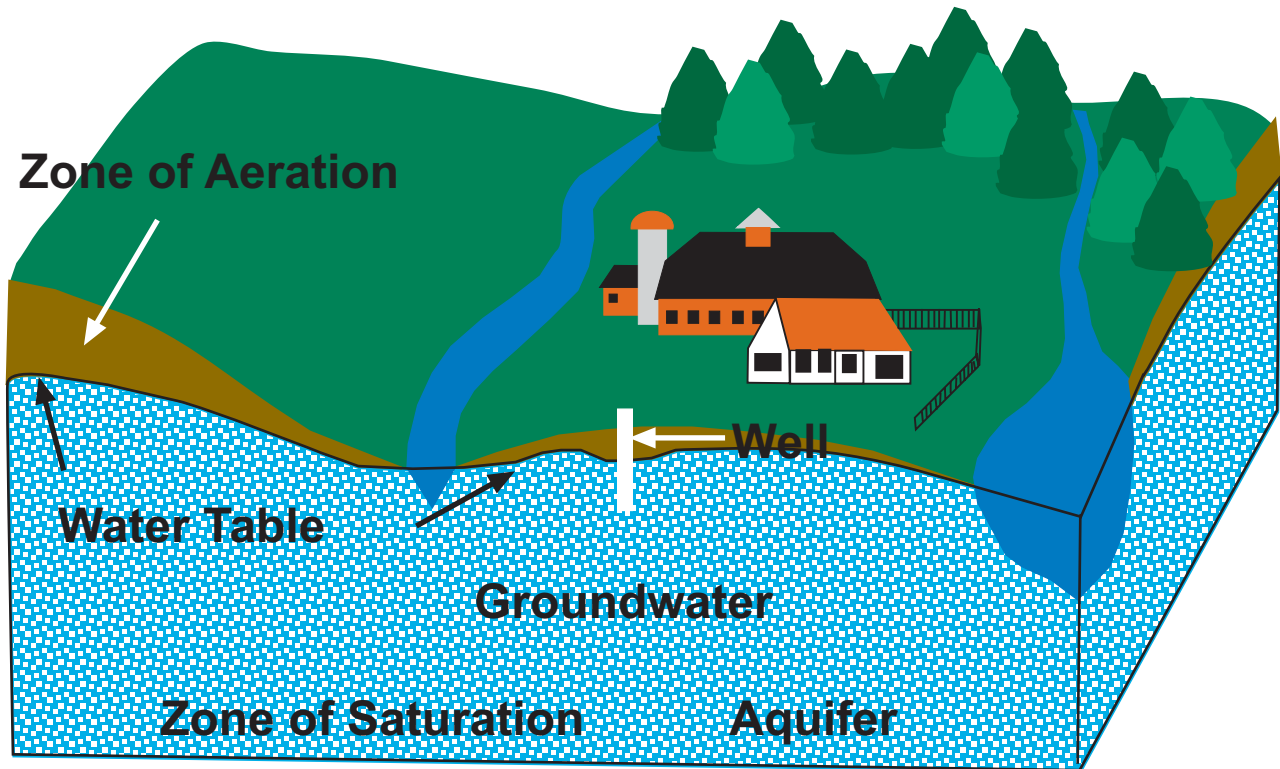
Threats to ESAs are similar to those of floodplains and shorelands. In addition, the quality and effectiveness of ESAs can be severely reduced should adjacent development change drainage patterns or remove native vegetation from the lands within or immediately adjacent to the ESAs. Such disturbances can also introduce invasive plant species to the ESAs, which can result in loss of native vegetation, diversity, and habitat.

It is recommended that the Town of Glenmore work proactively with the Brown County Planning Commission to identify and educate the Town's residents of the importance of the ESAs. General Glenmore ESAs are identified in Figure 7-7.

Groundwater

Groundwater begins as precipitation (rain or snow) that falls upon the land (see Figure 7-8). Some of it runs off into lakes, rivers, streams, or wetlands, some evaporates back into the atmosphere, and plants take some up. Groundwater results from the precipitation that soaks into the ground past plant roots and down into the subsurface soil and rock. A layer of soil or rock that is capable of storing groundwater and yielding it to wells is called an aquifer. There can be a number of aquifers within an area, one above another. The top of the aquifer closest to the ground's surface is called the water table. It is the area below which all the openings between soil and rock particles are saturated with water. Like surface water, groundwater moves from high areas to low areas. It discharges at those places where the water table intersects the land's surface,

Figure 7-8
Groundwater



Definitions

Groundwater - The water below the water table contained in void spaces (pore spaces between rock and soil particles or bedrock fractures).

Water Table - The water surface in an unconfined aquifer; the level below which the pore spaces in the soil or rock are saturated with water; the upper surface of the zone of saturation.

Aquifer - A saturated geologic formation (rock or sediment) capable of storing, transmitting, and yielding reasonable amounts of groundwater to wells and springs.

Zone of Saturation - The zone in which the pore spaces between soil and rock particles are completely filled with water. The water table is the top of the zone of saturation.

Zone of Aeration - The zone between the land surface and the water table in which the pore spaces between soil and rock particles contain water, air, and/or other gases.

Source: Portage County Groundwater Citizens Advisory Committee

such as in lakes, streams, and wetlands. The distance such groundwater travels is generally not far. Groundwater is the source of the Town of Glenmore's drinking water. Drinking water for the Town is drawn from the groundwater through private wells that vary in depth depending on location. In addition, the groundwater also sustains the streams within the Town. Overall, groundwater quality within the Town is fair.

Groundwater is the Town's only source of drinking water, and it is very important that the groundwater be protected. The greatest threats to groundwater are contamination and overuse. As with any rural and agricultural community, the most common sources of contamination include feedlots, manure storage and spreading, manure pits, irrigation, fertilizers, and pesticides. Overuse of the groundwater is not envisioned to be a problem within the foreseeable future.

To help communities meet the requirements of the federal Safe Drinking Water Act and to protect their drinking water supply, the Wisconsin Department of Natural Resources recommends that all communities undertake Vulnerability Assessments and Wellhead Protection Plans. The DNR may be able to offer some assistance in the preparation of these assessments and plans. Additionally, a process should be developed to notify neighboring property owners in the event that a well is contaminated. This would ensure that the neighboring property owners are aware of the situation and should have their wells tested, as well.

The Town should also support Brown County's "time of sale" program of inspecting private onsite wastewater treatment systems to guard against failing systems. Functioning septic systems will protect groundwater used for private wells in these areas.

Woodlands

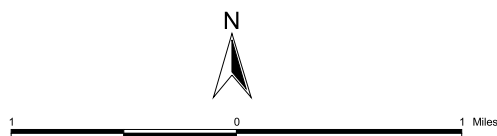
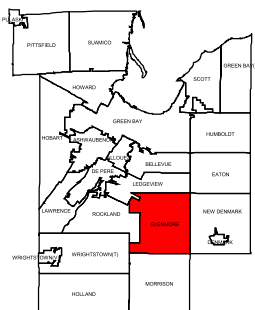
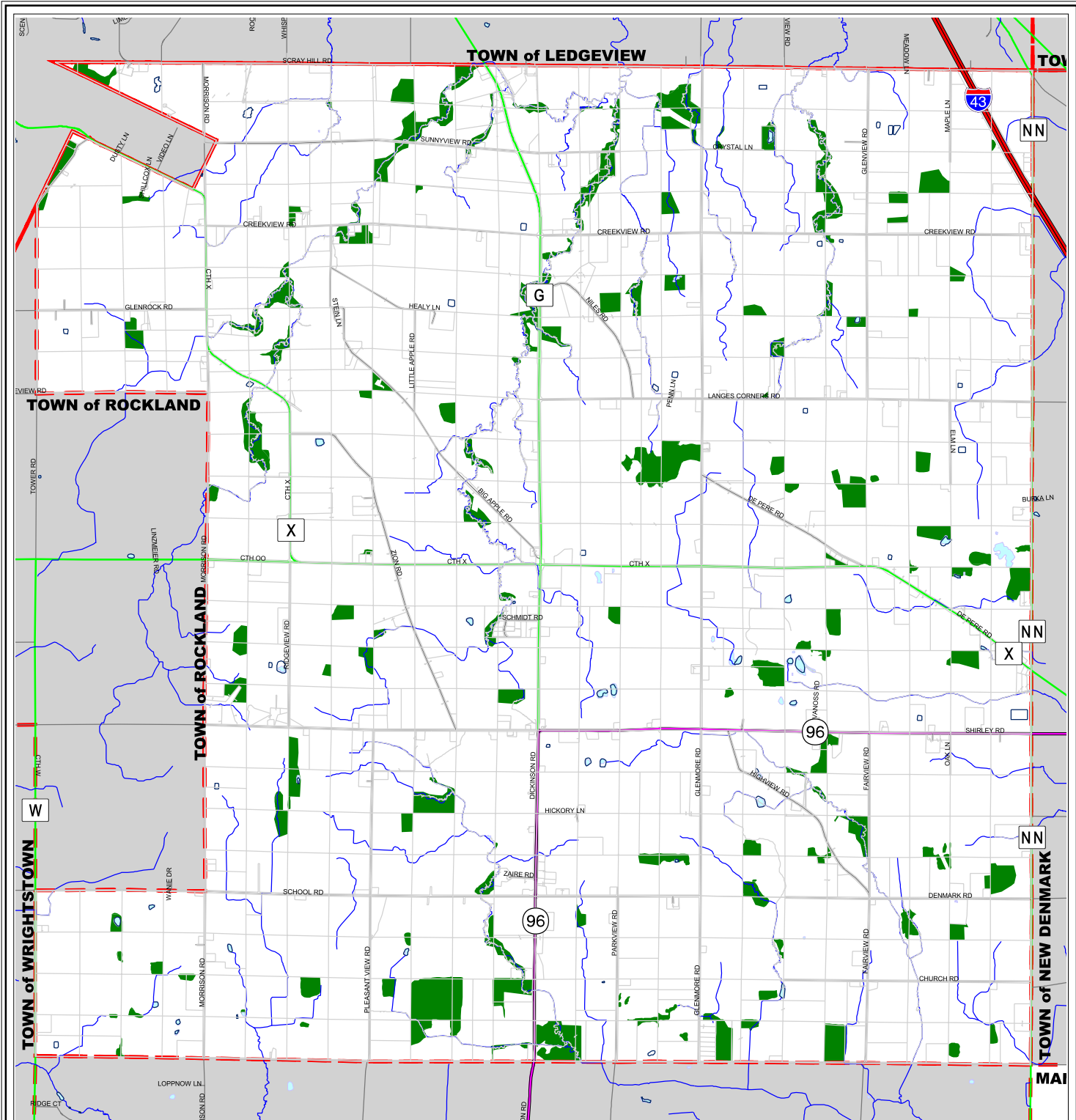
The present vegetative cover of the Town has been altered considerably from its original state. Woodlands generally occupy lands within the Town that are not good for agricultural use. Woodlands are scattered about the Town with many of them being wooded wetlands. There are no large blocks of woodlands, which is indicative of an agricultural dominant Town. The largest blocks of wooded areas coincide with wetlands. The few wooded areas in the Town that are not wetlands are quite small in size. The largest block of woodlands are located in Section 15 in the central portion of the Town, in Section 13 in the eastern portion of the Town, and in Sections 33 and 34 in the southern portion of Town. According to the Brown County Land Use Inventory, there were 1,051 acres of woodlands in Glenmore in the year 2003. Locations of the Town's woodlands are shown in Figure 7-9.

Development is the primary threat to Glenmore's remaining woodlands. Since these areas are prized as settings for residential subdivisions, they are often targeted for development. Intensive development, especially if improperly planned, can destroy the scenic and natural values of the woodland resource and can disrupt the blocks and corridors necessary to provide refuge and passage for wildlife. Loss of these woodlands may also degrade the perceived rural atmosphere of the Town.

Figure 7-9

Woodlands

Town of Glenmore, Brown County, WI



This is a compilation of records and data located in various Brown County and City of Green Bay offices and is to be used for reference purposes only. The map is controlled by the field measurements between the corners of the Public Land Survey System and the parcels are mapped from available records which may not precisely fit field conditions. Brown County/ City of Green Bay are not responsible for any inaccuracies or unauthorized use of the information contained within. No warranties are implied.

Map prepared by Brown County Planning Department.
January 2005.

Woodlands

Source: Brown County Land Use Inventory, 2003

Note: This map is for general reference and general planning purposes only. It is not intended for detailed site planning.

Other threats to the woodlands of Glenmore include improper management (such as the over-harvesting or under-harvesting of trees), haphazard utility and road construction and maintenance, and the introduction of exotic species and disease. If development is going to occur in a wooded area, such development concepts as conservation by design subdivisions are much preferred to conventional subdivision development in preserving as much of the woodlands as possible.

Wildlife Habitat

Since much of the land in Glenmore is actively being farmed, the best wildlife habitat within the Town is contained in its woodlands and in its wetlands. Tracts of woodlands or wetland-type vegetation offer areas for wildlife movement. Due to federal, state, and local regulations, the threat of the loss of wetland habitat is greatly diminished. Nevertheless, these areas are still affected by development around their edges by regional issues, such as water quality, and by potential invasion of exotic species. Protection of the wooded areas and wetland areas of the Town is vitally important in providing wildlife habitat. Wild game birds and mammals found in the Town include ducks, geese, woodcock, pheasant, Hungarian partridge, ruffed grouse, wild turkeys, cottontail rabbit, fox and gray squirrel, muskrat, mink, raccoon, skunk, opossum, woodchuck, red fox, and whitetail deer.

Preservation of wildlife habitat is another benefit from protecting surface waters, floodplains, shorelands, wetlands, and woodlands. It is assumed for purposes of this report that should these areas be adequately protected and preserved, so would wildlife habitat.

Threatened and Endangered Species

An endangered species is one whose continued existence is in jeopardy and may become extinct. A threatened species is one that is likely, within the foreseeable future, to become endangered. The Bureau of Endangered Resources within the Wisconsin Department of Natural Resources monitors endangered and threatened species and maintains the state's Natural Heritage Inventory (NHI). This program maintains data on the locations and status of rare species in Wisconsin. A map put out by the NHI does not indicate any locations where endangered or threatened species have been found in the Town and recorded in the Wisconsin Natural Heritage Inventory.

The primary threats to these species are the loss of wetlands and other habitats due to development and other factors. Federal and state regulations discourage and sometimes prohibit development where such species are located.

Scenic Resources and Topography

The land surface of the Town of Glenmore is comprised mostly of swell and swale topography. Almost the entire Town is covered with deposits of Mid-Woodfordian glaciation overlain by Valderan ground moraine. An exception to this is the unmantled Mid-Woodfordian glacial till plains to the south. The Town is fairly flat. The variation in relief in the Town is about 170 feet with the highest elevations occurring west of the community of Shirley. Outcrops of bedrock are not unusual. There is a thin soil covering

over the dolomite bedrock in the extreme northwest corner of the Town. Much of this area has been intensively quarried. The greatest terrain changes in the Town occur along Bower Creek tributaries in Sections 9, 10, and 16 and along tributaries of Devils River in Sections 25 and 33. The lowest elevations, generally around 815 feet, occur in the northeast portion of the Town along the tributaries of Bower Creek. The topography has an impact on natural and scenic resources, particularly in regards to stormwater management and erosion control.

The forested areas of the tributaries and the watercourses within the Town offer perhaps the most scenic areas within the Town. Because of the contrast they provide from the agricultural lands, any of the woodlots within the Town are also a scenic resource. Protection of the scenic areas of the Town adds to the attractiveness of the Town as a place to live.

Mineral Resources

While there are no active metallic mines anywhere in Wisconsin, nonmetallic mining is a widespread activity in Wisconsin, as well as in Brown County. In Wisconsin, there are an estimated 2,000 mines that provide aggregate for construction, sand, gravel, and crushed stone for road building, and limestone for agricultural lime applications. In Brown County, there are a number of active quarries that mine dolomite, sandstone, limestone, or crushed stone (sand or gravel). The Niagara Escarpment, which extends through Brown County, contains some of the state's highest quality aggregate materials. Most commonly mined from the portion of the escarpment in Brown County is dimension limestone that is used primarily for landscaping.

The State of Wisconsin first passed a nonmetallic mining law in 1994. The law requires that all nonmetallic mining operations be registered. To be registered, the nonmetallic mineral deposit must be delineated by a professional geologist or registered engineer and certified to be economically viable. Second, if the land is zoned, the existing zoning at the time of registration allows mining as a permitted use or as a conditional use. The state law further specifies that the registration lasts for ten years and could be renewed for an additional ten years. After 20 years, the full registration process must be undertaken once again. In addition, the law states that local zoning officials can deny the mining only if they can prove that the mineral deposit is not marketable or that the zoning at the time of the registration prohibits mining.

Wisconsin passed a second nonmetallic mining law, Wisconsin State Statute Section 295.13(1) and Wisconsin Administrative Code NR 135, in 2000. The state statute and administrative code require that all counties in the state adopt an ordinance in 2001 (consistent with the model ordinance prepared by the Wisconsin Department of Natural Resources) to establish a reclamation program capable of ensuring compliance with uniform state reclamation standards. The administrative code also allows cities, villages, and towns to adopt such an ordinance and administer the program within their own jurisdiction at any time. The administrative code further states that the county ordinance will apply to every city, village, or town within the county until such time as the city, village, or town adopts and administers the ordinance itself.

Brown County adopted its Nonmetallic Mining Reclamation Ordinance in 2001. Most communities in Brown County, including the Town of Glenmore, opted not to adopt and enforce their own mining reclamation ordinance but rather to allow Brown County to adopt an ordinance having jurisdiction within Glenmore.

Wisconsin's nonmetallic mining reclamation program requires that nonmetallic mining operators prepare a reclamation plan to state standards. These standards deal with topsoil salvage and storage, surface and groundwater protection, reclamation during mining to minimize the amount of land exposed to wind and water erosion, revegetation, site grading, erosion control, and a final land use consistent with local zoning requirements.

There are four active dolomite quarries within the Town of Glenmore. The quarries are located very close to each other in the extreme northwestern corner of the Town. Because of the presence of this high quality mineral resource in the Town of Glenmore and because of the potential for both significant positive economic impacts and significant negative environmental and land use impacts, this plan and relevant Town ordinances should be subjected to further review and discussion. The Town Planning Commission and Town Board should review the Town's zoning ordinance regarding nonmetallic mining operations to ensure that they do an adequate job from an environmental standpoint. Owners of these quarries will have to follow the mining reclamation plans that have been required by the Brown County reclamation ordinance when the quarries are to be closed.

Historic Buildings

The Wisconsin Architecture & History Inventory (AHI) is an official inventory maintained by the Wisconsin Historical Society (WHS) for tracking historically significant structures, sites, or objects. These sites collectively display Wisconsin's unique culture and history and, therefore, should be noted and protected/preserved when feasible.

There are ten records listed in the AHI for the Town of Glenmore. None of these sites, however, are listed in the national or state registry of historic places. The majority of the records are residences. Also listed are a dairy, two old school buildings, and a windmill. The structures are scattered throughout the Town.

The Town should work with the State Historical Society to consider appropriate designation and preservation of potential historic sites as they are identified to maintain examples of the Town's culture and history.

Archeological Resources

Archeological sites provide a view of the past. They provide information and insight as to the culture of the previous residents of the Town of Glenmore. Current state law gives protection to all human burial sites. There are also programs and restrictions relating to other archeological sites. Developing these sites before they can be catalogued and studied is the threat to this resource.

An inventory completed by the Neville Public Museum of Brown County shows only two historic archeological sites located in Glenmore. These two sites were discovered as part of an archeological survey of a borrow pit area for the Wisconsin Department of Transportation conducted in Section 5, consisting of a single artifact in each site. These sites may be the remains of short-term campsites or hunting camps. Little other archeological survey work has been conducted in the Town. The only other survey work done in Glenmore was in connection to road work along a narrow corridor portion of STH 96 between Lark and Shirley.

The 1889 plat of Brown County shows coal kilns in Section 33, a carding mill in Section 23, and a shingle mill in Section 27. Collections of the Neville Public Museum contain three arrowheads from the Town of Glenmore. These arrowheads are from the late prehistoric period, perhaps AD 500-1600.

Several cemeteries are located in the Town. These include Immanuel Cemetery and Zion Evangelical Cemetery, both located in Section 21, St. Mary's Cemetery located in Section 16, and the Detke Farm Cemetery located in Section 31. According to committee members, the former Polish Cemetery located in Section 2 was moved many years ago in order to provide room for a road expansion.

Because of the importance of archaeological sites to the preservation of the Town's culture and history, it is recommended that the affected property owners and the Town consider appropriate designation and preservation of these sites as they are discovered. Officials of the Neville Public Museum should be notified if area residents find artifacts within the Town.

Recommended Policies, Programs, and Actions

There are many avenues the Town of Glenmore can take to achieve the natural, cultural, and agricultural resources goal and objectives listed in the plan's Issues and Opportunities chapter. They range from specific one-time actions to broad ongoing programs. These recommendations are addressed in this section.

Farmland Preservation

While Glenmore has lost some agricultural land over the years, it is one of the leaders among municipalities in Brown County in the preservation of farmland within its borders. The Town should continue its fine efforts in preserving farmland.

Purchase of Agricultural Conservation Easements

Some communities have had success with the purchase of agricultural conservation easements, also known as the purchase of development rights. This farmland preservation tool benefits the farmer, as well as the community. The farmer can benefit financially on the development potential of the land while still keeping it in production and maintaining all other rights to the land, including the right to live on the land, to continue to farm the land, and to exclude trespassers. The farmer may enjoy reduced income taxes and estate taxes. The monies received for the easement can be used for

farm improvements, making the farm more productive and economically palatable to the community. In addition, the community will enjoy all of the environmental, aesthetic, and economic benefits of farming while preserving a large area of productive farmland.

While this tool is an effective one at preserving farmland, it is expensive, and not all municipalities can afford its cost. The Town can explore different options for funding this program, including an increase in building permit fees or property taxes. Glenmore also could explore any potential state or federal grant programs that would assist the Town in funding these efforts. One of these programs is the Farmland Preservation Program sponsored by the USDA. This program helps state, tribal, or local government entities purchase development rights to keep productive farmland in agricultural use. If the land qualifies, the USDA has provided up to 50 percent of the cost of purchasing the easement. To qualify, farmland must:

- Be part of a pending offer from a state, tribe, or local farmland preservation program.
- Be privately owned.
- Have a conservation plan.
- Be large enough to sustain agricultural production.
- Be accessible to markets for what the land produces.
- Have adequate infrastructure and agricultural support services.
- Have surrounding parcels of land that can support long-term agricultural production.

The Town of Dunn in Dane County has been successful in preserving its agricultural land using purchase of development rights. Dunn has received multiple Farmland Preservation Program grants to help with its efforts, allowing them to preserve over 1,700 acres of valuable farmland.

Creation of Parks

Future parks not located to serve a specific population should, if possible, include or be adjacent to natural resource features, such as woodlands, wetlands, stream corridors, and scenic, historic, or archaeological sites of importance to the Town. This allows greater public accessibility to natural and cultural resources and potentially enhances their protection through buffering and public ownership. It can allow for connectivity of parks through natural resource corridors. Future parks and recreational facilities should also be coordinated with adjoining communities, as well as Brown County, to allow for potential regional trails, to avoid redundant or competing facilities, and to foster cooperation and efficiency.

Natural Corridors (Parkways)

The Brown County Open Space and Outdoor Recreation Plan recommends the concept of natural corridors or parkways. Conserving natural corridors is an excellent way to maintain stream corridors and the many benefits they provide. By keeping intensive

development out of the stream corridors, water quality is improved, wildlife habitat is maintained, recreational opportunities are retained, and scenic values are preserved.

Parkways should, at a minimum, include the floodway portion of the corridor and, ideally, the floodplain and any adjacent wetlands and steep slopes. The corridors that are preserved would remain mostly undeveloped as wildlife corridors and would preserve natural beauty, provide stormwater management areas, and link parts of the Town together. The parkways would also enhance public access and allow the Town to capitalize on the intrinsic value of its most notable natural features.

Acquisition of parkways can occur any time that an opportunity arises. Quite often, acquisition occurs at the time adjacent lands are developed. Once development occurs, however, it is often very difficult to purchase property for public use purposes. Sometimes land is acquired through dedication, which provides tax benefits to the landowner and means taxes will not need to be paid on land that if kept in private hands may not be able to be used for development purposes anyway. Parkway could be created and/or maintained along the Town's primary drainage corridors of Bower Creek. The Town should consider studying the length of Bower Creek within the Town to determine the benefits that parkway designation could bring to the Town and if certain portions of the drainage corridors are more important to acquire than others. The Town would need to weigh the benefits to the general public if a cost is associated with acquisition of the land. If public acquisition is not feasible, private ownership subject to conservation easements should be considered. If acquired by the Town, lands within the parkways should be used only for passive recreation, such as trails, and for the natural benefits derived from the resource.

Conservancy Zoning

It is recommended that the Town review the County shoreland-floodplain zoning ordinance to determine if that ordinance is sufficient for the Town's needs in addressing protection of natural areas within the Town. If it does not meet the Town's needs, the Town should consider creating its own conservancy zoning and add it to the existing Town zoning ordinance so that it can address issues important to the Town that are not addressed in the County ordinance. If the Town chooses to implement this zoning tool, it is critically important that it establish strict criteria that would be used to delineate and designate conservancy zoning boundaries. It could include such natural features as blocks of woodlands, wetlands, floodplains, drainageways, and scenic areas within the zoning classification. It is important to remember that the aforementioned areas also contain significant wildlife habitat, as well as threatened and endangered plant and animal species. The conservancy zone should only allow uses within the zone that are compatible with preserving the natural resources. The conservancy zone should have standards, such as setbacks and erosion control measures, to protect the value of the resource within it.

This zoning classification provides several benefits relating to protection of natural resources. It provides greater protection of these important features through the regulations contained within it. It allows the zoning map to more clearly identify the areas where development can and cannot occur. Even though other governmental regulations exist to prevent destruction and development within a wetland, for example,

the location of a wetland may be unknown to the existing property owner or prospective developer who may think that the land is entirely usable for development. Other benefits of the conservancy district are that it may provide additional areas for stormwater management, recreation and open space, and buffers between various land uses.

Promotion of Flexible Development Practices

The promotion of flexible or alternative development approaches and zoning techniques can help preserve the agricultural and natural resources within the Town. Too often municipal zoning ordinances lack flexibility and the ability to approve different development techniques that may do a better job of preserving the natural resources of a community. A community must be willing to “think outside of the box” if the end result will yield positive results for the community.

To promote such development practices that preserve more of the natural areas of the community compared to conventional development practices, greater flexibility and incentives should be inserted into Glenmore’s development codes. Developers and Town officials should promote a harmonious relationship between the natural landscape and built environment and strive to encourage the preservation of natural areas within newly developed areas.

Conservation subdivision development is an alternative development technique to conventional subdivision development and is better for the natural environment than conventional subdivisions. Conservation subdivisions with common open space and other alternative development methods to maintain natural resource features should be encouraged for developments that contain natural features that a community wants to preserve and protect. New conservation subdivisions can be designed to preserve natural drainage patterns, reduce fragmentation of wildlife habitat, and limit the amount of impervious surfaces, such as roads.

By clustering development on a site, large blocks of environmentally sensitive areas or even prime farmland can be left as preserved open space. Allowing reduced lot sizes, smaller setbacks, and/or narrower streets in exchange for preservation of natural resources is a preferable alternative to conventional subdivisions in the Town of Glenmore.

The Town of Glenmore is one of the few municipalities in Brown County that has shown the foresight of adopting a conservation subdivision classification within the municipal zoning ordinance. The Town has determined that any new proposed subdivision plats in Glenmore are required to be conservation subdivisions. Conservation subdivisions are currently allowed as conditional uses within the R-1 (Residential) and R-R (Rural Residential) zoned lands located in the Town. Rather than conditional uses, the Town should revise the zoning ordinance to identify conservation subdivisions as permitted uses in these two districts to reinforce the Town’s desire for conservation subdivisions rather than conventional subdivisions.

Besides conservation subdivisions, there are a number of other alternative zoning techniques that can allow some development within the Town while still retaining the

rural atmosphere that the Town residents want. Alternatives, such as maximum lot sizes, sliding scale zoning, and allowing limited development on non-productive agricultural lands, are options available to the Town.

Education and Citizen Participation

Spreading knowledge of the importance of the Town's natural resources and ways to maintain them is an essential implementation tool. For example, educating property owners along creeks about nonpoint source pollution and providing tips on landscaping and buffering to prevent this pollution can help to achieve improved water quality. Periodic pamphlets or newsletters could be mailed to Glenmore residents to provide information on such topics as tree trimming tips and issues relating to natural resource protection. Water resource educational materials are available from the WDNR.

The Town should consider erecting signs that identify the names of creeks at road crossings. These signs are an excellent way to raise awareness of drainageways. Unnamed creeks could have names established, perhaps by honoring landowners along them or through school naming contests, as another way of raising awareness of the importance of these features and getting people to think about the importance and value of them.

Summary of Recommendations

- The Town should continue to implement the Brown County Farmland Preservation Plan and preserve the Town's productive agricultural lands through proper zoning and planning.
- The Town of Glenmore should encourage and support the efforts of the Brown County Land Conservation Department and the Natural Resources Conservation Service to protect the soil resources of the Town. This would include support of agricultural best management practices as conservation tillage, crop rotation, and control of livestock access to streams.
- Pending final adoption of the administrative rules by the State of Wisconsin Department of Agriculture, Trade, and Consumer Protection, review the Town's zoning ordinance to ensure that it meets the requirements of the Livestock Siting Act.
- The Town should adopt and enforce a construction site erosion control and stormwater management ordinance. The Wisconsin Department of Natural Resources has a model ordinance for this purpose that many communities across the state have used.
- The Town should encourage and support the efforts of the Brown County Land Conservation Department and others regarding installation of stream buffers. This is likely the single most effective means to protect and even improve the water quality of the Town's rivers, streams, and drainageways.
- The Town should require flood studies prior to land division or development adjacent to its rivers, streams, and drainageways when such studies do not exist and when benefits would result from the studies.

- The Town should encourage and support the Brown County Zoning Department's floodplain and shoreland zoning efforts, particularly as they relate to protection of the Town's rivers, streams, drainageways, and wetlands.
- The Town should encourage and support the efforts of the U.S. Fish and Wildlife Service and others in their efforts to protect wetlands within the Town.
- Glenmore should revise its zoning ordinance to identify conservation subdivisions as permitted uses (rather than as conditional uses) in the R-R and R-1 districts.
- Continue to require conservation subdivisions as the only subdivision platting activity permitted in the Town of Glenmore.
- Future rezoning applications in the Town should be closely reviewed for their potential impact on agricultural land and should be steered to areas unsuitable to farming or to areas where the impact on agricultural land is negligible.
- The Town should require that a building setback be required adjacent to steep slopes and drainage corridors for new land divisions created by Certified Survey Map or subdivision plat.
- The Town should inventory and consider protection of its identified historic structures in order to preserve remnants of the Town's history and culture.
- Because quarrying is an intensive activity that is occurring in the Town, the Town should continue to monitor its zoning ordinance to ensure that it adequately addresses the concerns the Town has with regard to nonmetallic mining.

CHAPTER 8

Intergovernmental Cooperation

Cooperation between neighboring and overlapping units of government is one of the primary goals of the Wisconsin Smart Growth Law and is a very important aspect of the Town of Glenmore Comprehensive Plan. As Glenmore develops over the next 20 years, it is important for the Town to work with the school districts, surrounding communities, Brown County, the state, and other units of government. Working cooperatively is especially important since many issues do not recognize municipal boundaries.

The purpose of the Intergovernmental Cooperation chapter is to analyze the existing relationships the Town has with other units of government and identify means of working cooperatively toward the goal and objectives identified in the Issues and Opportunities chapter of the plan.

Analysis of Governmental Relationships

Unified School District of De Pere

In an effort to accommodate its rapidly increasing student population, the residents of the Unified School District of De Pere approved a referendum in 2000 that enabled the district to expand Dickinson Elementary School and De Pere High School and renovate the former middle school at the intersection of Broadway and Merrill Street. These expansions provided temporary relief to the district's capacity constraints and were an efficient use of existing property and facilities within Ledgeview and De Pere, but the district will likely have to consider adding additional capacity in the near future as more people move to the district's communities.

The school district currently owns a parcel of land near the intersection of Dickinson Road and Bower Creek Road in Ledgeview, and a district committee recommended in January of 2004 that the district retain the site but compare it to other possible sites to determine if it is the most desirable location for a new school. Even if the Bower Creek Road site is found to be adequate, the district should identify other potential sites that can be developed as the district's student population grows.

Recommendations

Glenmore should encourage the Unified School District of De Pere to continue its practice of placing schools in areas that can be easily and safely reached by young pedestrians and bicyclists and include Glenmore representatives in discussions about future school sites. This cooperative effort should occur whether or not the sites are within the Town limits because new schools will likely affect students who live in Glenmore. The Town should also inform the school district if large residential developments are approved in the community to enable the district to plan for the additional students.

School District Consolidation

The primary school-related issue raised during comprehensive plan public outreach activities in some of the communities in the Unified School District of De Pere was the need to consider consolidating the two school districts. This issue was last studied in 1986 by a consultant who was hired by the Wisconsin Department of Public Instruction (DPI)¹, and the consultant concluded that district consolidation is not a panacea and that many financial and non-financial issues must be thoroughly studied before the districts consider merging. This recognition led the consultant to recommend that a second study be completed that examines the maximum financial advantages, educational opportunities, and other impacts on the residents of both school districts before a merger is pursued. In spite of this recommendation, a second study was not completed.

According to representatives of the Wisconsin DPI, school districts that consolidate in Wisconsin often have relatively small student populations, minimal financial and other resources, and limited curricula, and mergers are seen as the best method of providing adequate educational opportunities for students. But the De Pere and West De Pere districts each offer a wide variety of courses and extracurricular activities. The districts currently share an English as a Second Language (ESL) instructor and might share athletic facilities in the future. Although it is possible that consolidating the two districts could reduce certain costs, it is also possible that other costs could increase following a merger. Basically, it appears that both districts are viable entities that should not be consolidated merely because their situation is unusual.

Recommendations

Although the general perception of many district residents appears to be that consolidation would be very beneficial, this issue is very complex and should be studied thoroughly before the school districts pursue consolidation. Therefore, the Town should consider requesting the De Pere and West De Pere School Boards to adopt resolutions stating that they will consider consolidating their school districts (as required by Wisconsin Statute 117.08(1)). If the districts adopt these resolutions, the Town should encourage the districts to hire a qualified consultant to study the probable financial and non-financial impacts of consolidation.. However, if the districts choose to not study consolidation (or if consolidation is determined to be unwarranted), the Town should encourage them to continue their practice of sharing instructors and other resources to maintain their strong programs and to minimize costs.

School District of Denmark

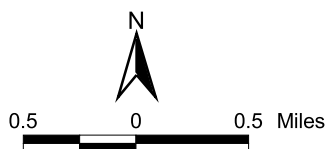
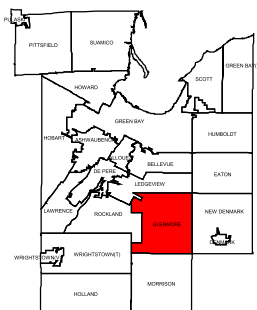
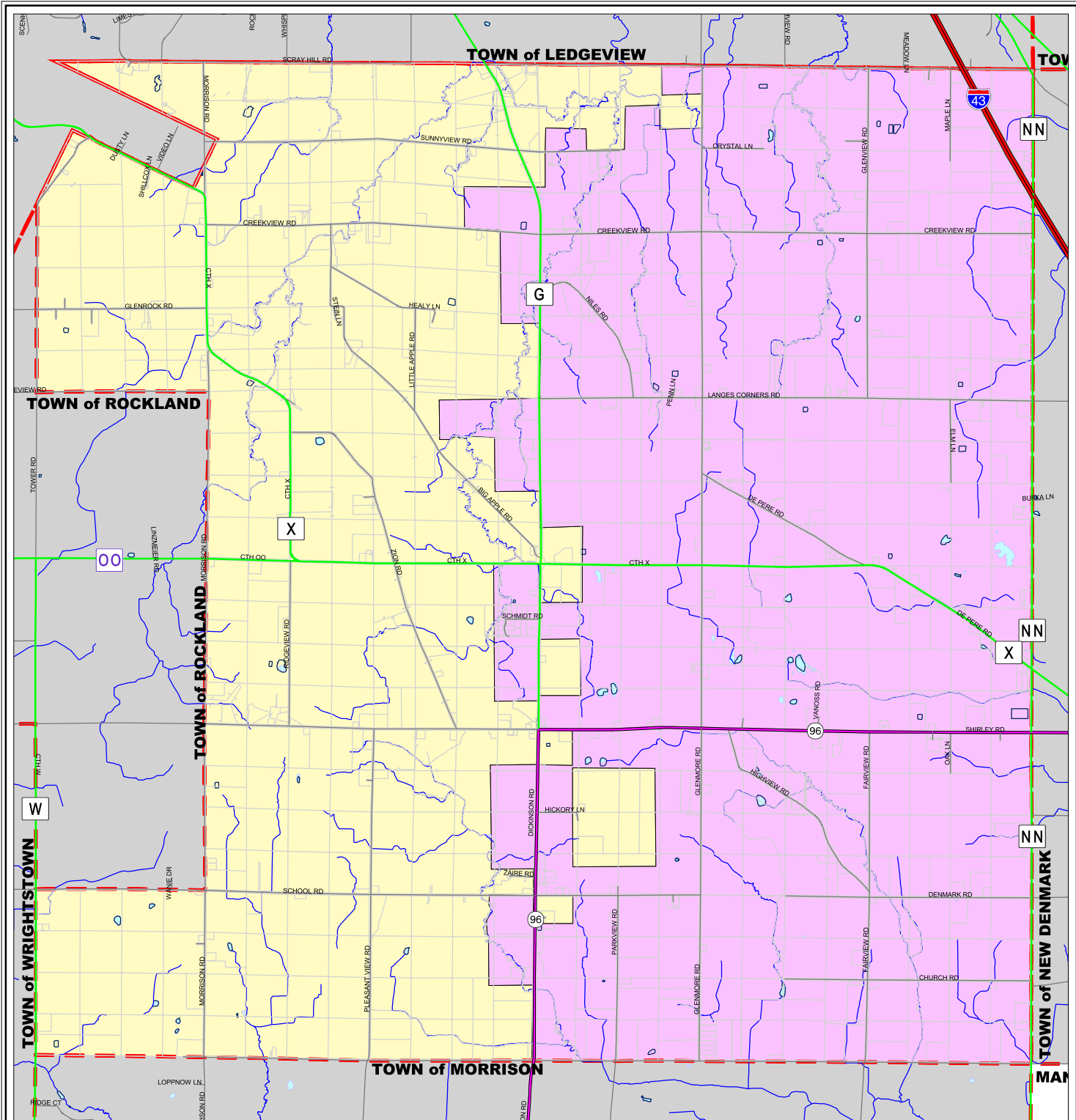
According to a representative of the School District of Denmark, the district's schools are projected to reach capacity in the near future. Although the growing student population will not likely warrant the construction of new schools, the district representative believes that the existing schools will have to be expanded within five to ten years to accommodate the additional children. The school district representative did, however, acknowledge that the district intends to build a new community recreation center and that a referendum will be necessary to authorize the district to fund the center.

¹ Impact Study: Consolidation of the East and West De Pere School Districts was published on June 12, 1986, by the Wisconsin Department of Public Instruction.

Figure 8-1

School Districts

Town of Glenmore, Brown County, WI



De Pere
Denmark

Source: U.S. Census
Topologically Integrated Encoding
and Referencing (TIGER) System

This is a compilation of records and data located in various Brown County and City of Green Bay offices and is to be used for reference purposes only. The map is controlled by the field measurements between the corners of the Public Land Survey System and the parcels are mapped from available records which may not precisely fit field conditions. Brown County/ City of Green Bay are not responsible for any inaccuracies or unauthorized use of the information contained within. No warranties are implied.

Map prepared by Brown County Planning Department.
January 2005.

Because Glenmore is not projected to grow significantly in the next 20 years, the Town's impact on the district's enrollment will likely be minimal. However, the Town should still be involved in planning for future school expansions and other capital projects because Glenmore residents within the Denmark district will help to fund the projects.

Recommendations

The Town should encourage the School District of Denmark to continue its practice of placing schools in areas that can be easily and safely reached by young pedestrians and bicyclists and ensure that Glenmore representatives are included in discussions about future school expansions and facilities. This cooperative effort should occur whether or not the sites are within the Town limits because new schools will affect students who live in Glenmore. The Town should also inform the school district if large residential developments are approved in the community to enable the district to plan for the additional students. Figure 8-1 displays the boundaries of the two school districts in the Town.

Adjacent Communities

Town of Ledgeview

Glenmore and the Town of Ledgeview currently have two intergovernmental agreements that address sanitary sewer and water service near their border, fire protection for the northern portion of Glenmore, and other services in areas along and near their boundary. Ledgeview has also offered to extend public sanitary sewer to a portion of the northern part of Glenmore as part of a cooperative boundary agreement that will be initiated if Ledgeview becomes an incorporated community in the future.

In addition to implementing, reviewing, and revising these agreements (if revisions are necessary), the communities should continue to discuss other issues that could arise during the planning period (such as quarrying and asphalt manufacturing near their border). The communities should also consider developing additional agreements in the future if the arrangements would provide an equivalent or higher level of service at a reasonable cost.

Town of New Denmark

Glenmore and the Town of New Denmark have not had to address issues that affect both communities in the past, and representatives from both towns do not believe that many issues of mutual concern will arise during the 20-year planning period. However, the communities should still periodically meet to discuss various issues and consider developing joint service agreements if the arrangements would provide an equivalent or higher level of service at a reasonable cost. Glenmore should also discuss the development of a boundary agreement with New Denmark that is similar to the agreement Glenmore and Ledgeview recently developed.

Town of Morrison

Glenmore residents currently use Morrison's garbage and recycling drop-off site, and Morrison's volunteer fire department provides fire protection services for Glenmore. During the next 20 years, Glenmore and Morrison should continue to contact each other to discuss road maintenance along their boundary, land use compatibility near their border, and other issues that could arise during the planning period. The communities should also discuss developing a boundary agreement that is similar to the agreement Glenmore and Ledgeview recently developed and consider developing additional service agreements in the future if the arrangements would provide an equivalent or higher level of service at a reasonable cost.

Town of Wrightstown

Glenmore and the Town of Wrightstown share a relatively short boundary, but issues could arise over the next 20 years that affect both communities. During this period, Glenmore and Wrightstown should continue to contact each other to discuss land use compatibility near their border and other issues that could arise during the planning period. The communities should also discuss developing a boundary agreement that is similar to the agreement Glenmore and Ledgeview recently developed and consider developing additional service agreements in the future if the arrangements would provide an equivalent or higher level of service at a reasonable cost.

Town of Rockland

Glenmore and the Town of Rockland have not had to address many issues that affect both communities in the past, and representatives from both towns do not believe that many issues of mutual concern will arise during the 20-year planning period. However, the communities should continue to contact each other to discuss road maintenance along and near their boundary, the compatibility of various activities near their border (such as quarrying and asphalt manufacturing), and other issues that could arise during the planning period. The communities should also discuss developing a boundary agreement that is similar to the agreement Glenmore and Ledgeview recently developed and consider developing joint service agreements in the future if the arrangements would provide an equivalent or higher level of service at a reasonable cost.

Other Entities

Wisconsin Public Service

The comprehensive plan's Utilities and Community Facilities chapter addresses the two wind turbines that were cooperatively built in Glenmore in 1998 by Wisconsin Public Service, Wisconsin Power and Light, WE Energies, Madison Gas and Electric, and the US Department of Energy, and a representative of Glenmore believes that the Town would consider allowing additional turbines to further enhance the Town's tax base. If new turbines are proposed in the future, the Town should consider allowing them as long as they are compatible with the surrounding land uses.

Bay-Lake Regional Planning Commission

Since the early 1970s, the Bay-Lake Regional Planning Commission has helped communities apply for and obtain economic development grants and other financial assistance, performed surface evaluations of local roads, and provided several other services. In the future, Glenmore should contact the Bay-Lake RPC to explore grant opportunities and to utilize Bay-Lake staff to complete grant applications. The Town should also consider having Bay-Lake staff perform pavement evaluations for the Town's Pavement Surface Evaluation and Rating (PASER) program.

Brown County

The three County departments that currently have the most significant presence in the Town are the Brown County Highway Department, Brown County Sheriff's Department, and Brown County Library System, but the Brown County Park Department will likely be involved in the development of a public park in the future.

Highway Department

The plan's Transportation chapter recommends that the Town consider roundabouts and other traffic calming techniques on county and/or state highways to maximize safety, efficiency, and accessibility for all Glenmore residents. Since the Brown County Highway Department has jurisdiction over many of the major streets and intersections in the Town, it will be very important to cooperate with the department over the next 20 years to study and implement the street and intersection improvements recommended in the comprehensive plan. The Town should work with the Brown County Highway Department and Brown County Planning Commission to identify, plan, and implement projects that fit within the context of their surrounding areas.

Sheriff's Department

The Brown County Sheriff's Department provides police and patrol service to Glenmore, and this service is expected to be adequate in the future. However, if the Town believes that additional service is necessary, it should consider contracting with the Brown County Sheriff's Department for additional coverage.

Park Department

As mentioned in the comprehensive plan's Utilities and Community Facilities chapter, the Brown County Open Space and Outdoor Recreation Plan proposes a new county park and trail along the Niagara Escarpment near the Town's border with Ledgeview and Rockland. The proposed park is planned to have nature trails, an interpretive center, and possibly other recreational features once it is developed. It is important that representatives of Glenmore be involved in planning this park to enable the community to suggest amenities that are appealing to the Town's residents.

Library System

The Brown County Library branches that are currently the closest to Glenmore are in the City of De Pere and Village of Denmark, but the library facility that is likely used the most by Glenmore residents is the bookmobile. Since a formal library branch will not likely be established in Glenmore within the next 20 years, it is important that the Town's residents continue to show their support of the bookmobile by using it frequently and urging their elected representatives to continue the program.

State of Wisconsin

Wisconsin Department of Transportation (WisDOT)

The only highway that falls under the jurisdiction of the Wisconsin Department of Transportation (WisDOT) is STH 96, and WisDOT representatives do not expect to complete any significant projects along this highway in Glenmore over the next 20 years. The Town should, however, encourage WisDOT to pave the highway's shoulders a total of four to five feet each side when maintenance and other projects occur to help create the bicycle system recommended in the comprehensive plan's Transportation chapter.

Wisconsin Department of Natural Resources

Glenmore should work with the Towns of Ledgeview and Rockland and Brown County to attempt to acquire grant funds through the DNR to develop the new county park and trails proposed in the Brown County Open Space and Outdoor Recreation Plan.

Summary of Recommendations

Unified School District of De Pere

Glenmore should encourage the Unified School District of De Pere to continue its practice of placing schools in areas that can be easily and safely reached by young pedestrians and bicyclists and include Glenmore representatives in discussions about future school sites. This cooperative effort should occur whether or not the sites are within the Town limits because new schools will likely affect students who live in Glenmore. The Town should also inform the school district if large residential developments are approved in the community to enable the district to plan for the additional students.

School District Consolidation

The Town should request the De Pere and West De Pere School Boards to adopt resolutions stating that they will consider consolidating their school districts. However, if the districts choose to not study consolidation (or if consolidation is determined to be unwarranted), the Town should encourage them to continue their practice of sharing instructors and other resources to maintain their strong programs and minimize costs.

School District of Denmark

The Town should encourage the School District of Denmark to continue its practice of placing schools in areas that can be easily and safely reached by young pedestrians and bicyclists and ensure that Glenmore representatives are included in discussions about future school expansions and facilities. This cooperative effort should occur whether or not the sites are within the Town limits because new schools will affect students who live in Glenmore. The Town should also inform the school district if large residential developments are approved in the community to enable the district to plan for the additional students.

Town of Ledgeview

In addition to implementing, reviewing, and revising existing intergovernmental and other agreements, Glenmore and Ledgeview should continue to discuss other issues that could arise during the planning period. The communities should also consider developing additional agreements in the future if the arrangements would provide an equivalent or higher level of service at a reasonable cost.

Town of New Denmark

Glenmore and New Denmark should periodically meet to discuss various issues and consider developing joint service agreements if the arrangements would provide an equivalent or higher level of service at a reasonable cost. Glenmore should also discuss the development of a boundary agreement with New Denmark that is similar to the agreement Glenmore and Ledgeview recently developed.

Town of Morrison

Glenmore and Morrison should continue to contact each other to discuss road maintenance along and near their boundary, land use compatibility near their border, and other issues that could arise during the planning period. The communities should also discuss developing a boundary agreement that is similar to the agreement Glenmore and Ledgeview recently developed and consider developing additional service agreements in the future if the arrangements would provide an equivalent or higher level of service at a reasonable cost.

Town of Wrightstown

Glenmore and Wrightstown should continue to contact each other to discuss land use compatibility near their border and other issues that could arise during the planning period. The communities should also discuss developing a boundary agreement that is similar to the agreement Glenmore and Ledgeview recently developed and consider developing additional service agreements in the future if the arrangements would provide an equivalent or higher level of service at a reasonable cost.

Town of Rockland

Glenmore and Rockland should continue to contact each other to discuss road maintenance along and near their boundary, land use compatibility near their border, and other issues that could arise during the planning period. The communities should also discuss developing a boundary agreement that is similar to the agreement Glenmore and Ledgeview recently developed and consider developing joint service agreements in the future if the arrangements would provide an equivalent or higher level of service at a reasonable cost.

Wisconsin Public Service

If new wind turbines are proposed in the future by Wisconsin Public Service or other utilities, Glenmore should consider allowing them as long as they are compatible with the surrounding land uses.

Bay-Lake Regional Planning Commission

Glenmore should contact the Bay-Lake RPC to explore grant opportunities and to utilize Bay-Lake staff to complete grant applications. The Town should also consider having Bay-Lake staff perform pavement evaluations for the Town's Pavement Surface Evaluation and Rating (PASER) program.

Brown County

Highway Department

Glenmore should cooperate with the highway department over the next 20 years to study and implement the street and intersection improvements recommended in the comprehensive plan. The Town should also work with the Brown County Highway Department and Brown County Planning Commission to identify, plan, and implement projects that fit within the context of their surrounding areas.

Sheriff's Department

If Glenmore believes that additional police service is necessary, the Town should consider asking the Brown County Sheriff's Department and possibly the Village of Denmark to provide additional coverage.

Park Department

Glenmore representatives should be involved in planning the county park proposed for the northwest corner of the Town to enable the community to suggest amenities that are appealing to the Town's residents.

Library System

Glenmore residents should continue to show their support for the Brown County Library's bookmobile by using it frequently and urging their elected representatives to continue the bookmobile program.

State of Wisconsin

Wisconsin Department of Transportation

The Town should encourage WisDOT to pave the shoulders along STH 96 when maintenance and other projects occur to help create the bicycle system recommended in the comprehensive plan's Transportation chapter.

Wisconsin Department of Natural Resources

Glenmore should work with the Towns of Ledgeview and Rockland and Brown County to attempt to acquire grant funds through the DNR to develop the new county park and trails proposed in the Brown County Open Space and Outdoor Recreation Plan.

General Recommendations

Glenmore should cooperate with Brown County, Advance, and the Bay-Lake Regional Planning Commission to develop coordinated strategies to enhance the economic vitality of the Town, Brown County, and the region.

Glenmore should work with the surrounding communities to develop an interconnected series of greenways and trails.

Glenmore should work with the surrounding communities, Brown County, and WisDOT to coordinate the development of a consistent and cohesive bicycle, pedestrian, and street/highway system that enables all Town residents to travel throughout the region easily and safely.

CHAPTER 9

Implementation

The completion of this comprehensive plan should be celebrated as a significant milestone in providing guidance for the future development of the Town of Glenmore. However, the key to the success of a comprehensive plan is its implementation. There are several land use regulatory tools, as well as administrative mechanisms and techniques, which can be utilized as implementation tools for the plan. While the Implementation chapter does not include all of the recommendations of the comprehensive plan, it does summarize the various implementation tools and related action steps toward its implementation.

The Town Board, Town Planning Commission, and Glenmore residents all bear some responsibility for implementation of this plan. Residents may decide to implement portions of this plan on their own, such as working with the Brown County Land Conservation Department to create grassed buffers along drainageways, while the Planning Commission should implement recommendations in this plan through the review of potential developments in the Town. The Town Board ultimately has responsibility for budgeting, such as hiring an engineer to develop a stormwater management plan. Therefore, a cooperative effort among residents, Planning Commission, and Town Board in assigning and delegating responsibilities is crucial to the realization of the plan.

Zoning

Zoning is the most common regulatory device used by communities to implement plan recommendations. The major components of zoning include a written zoning ordinance and zoning district map. The zoning ordinance includes specific language for the administration of the regulations. Included in the text are definitions, district use requirements, administrative procedures, sign and parking regulations, and other elements. The companion zoning district map identifies the legal boundaries of each specified zoning district of the zoning ordinance.

Action Steps:

- When the Town considers future rezoning, conditional use, or variance requests, it is important that the various comprehensive plan goals, objectives, and recommendations be considered and used as a guide in the rezoning determination process. Whenever a decision is reached either approving or disapproving rezoning, conditional use, or variance requests, the specific goals, objectives, policies, or other comprehensive plan concepts that the decisions are based upon should be noted as part of the record.
- Carefully review proposed residential developments for their potential impact on agricultural activity in the Town to ensure that agriculture remains the primary economic activity in Glenmore.

- Stay up-to-date on the progress and results of the Livestock Siting Act administrative rules committee. When the rules are finalized, review the Town's zoning ordinance to ensure that the zoning ordinance properly reflects any changes in the law.
- Develop a yard and housing maintenance code to ensure an adequately maintained housing stock.
- Following Ledgeview's incorporation and Glenmore's decision to accept extensions of public sewer and water into the northern portion of the Town, work with Brown County Planning to develop a detailed neighborhood plan for this portion of the Town.

Land Division Ordinance

The Town of Glenmore currently does not administer a land division (subdivision) ordinance. In order to provide the Town with the authority to review and provide input into the physical division of land, Glenmore should develop a local subdivision ordinance. Subdivision regulations govern the process by which lots are created out of larger tracts of land. These regulations should seek to ensure that the subdivisions appropriately relate to the geography of the site and, in the case of Glenmore, do not negatively impact agricultural activities. New subdivisions must also be consistent with the community vision as outlined by the comprehensive plan.

Action Steps:

- Glenmore should develop a land division ordinance in cooperation with the Brown County Planning Commission to ensure consistency between the Town and County and to provide the Town with a greater level of local input into the design of subdivisions. A land division ordinance would also provide the Town with another tool to implement the recommendations of the comprehensive plan.
- The Town should review the comprehensive plan components and recommendations and use them as a guide in the review process when considering land divisions. Whenever a decision is reached either approving or disapproving land division requests, the specific goals, objectives, policies, or other comprehensive plan concepts that the decisions are based upon should be noted as part of the record.

Official Map

An Official Map is a regulatory tool utilized by a community to project and record future municipal improvements. It is commonly used to identify existing streets and planned improvements. An Official Map can also be utilized to identify planned school sites, recreation areas, and municipal facilities. Once an area is identified on an Official Map, no building permit for a use other than the proposed use on the Official Map may be issued for that site unless the map is amended.

Action Steps:

- In the event that the Town begins to experience greater development pressures, an Official Map should be developed to identify future parks and major roads.

Capital Improvements Program

Another important device for comprehensive plan implementation is the development of a Capital Improvements Program (CIP). The program is designed to annually schedule public works projects within a specified period of time, which usually encompasses a period of five to ten years. A CIP that is consistent with the comprehensive plan will provide a monitoring tool to ensure that public works projects are located and scheduled with thorough consideration of each of the plan's chapter recommendations.

Action Steps:

- Based on the comprehensive plan's recommendations, the Town should develop a CIP, which includes a review of the priorities and schedules for public works projects, such as road construction and stormwater facilities.
- Continue to utilize the WisDOT PASER program to evaluate the condition of roads in the Town and then for inclusion into the CIP.
- Annual updates to the Capital Improvements Program should occur, and these updates should be in compliance with the recommendations of the comprehensive plan.

Building and Housing Codes

A building code is a set of regulations that describes standards for the construction of new buildings or the remodeling of existing buildings. A housing code defines standards for how a dwelling unit is to be used and maintained after it is built.

Action Steps:

- The building inspector should review the comprehensive plan to identify opportunities to use the enforcement of the building code as a mechanism to implement the goals and objectives of the comprehensive plan.
- The Town should develop a housing code and property maintenance code to address concerns regarding substandard buildings, dwellings, and junk in the yards and their impact on surrounding properties. These codes should address concerns regarding dangerous buildings, blighting influences, neighborhood nuisances, crowding, health issues, sanitation, yard maintenance, and building deterioration on surfaces, such as paint, siding, and broken windows.

Outdoor Recreation Facilities

The Town does not yet contain any public outdoor recreation facilities. However, there are opportunities within the 20-year timeframe of this plan for their development. Specifically, a potential county park in the northwestern corner of the Town and possibly a small town park adjacent to the Glenmore Community Center are discussed in the plan.

Action Steps:

- Develop a comprehensive outdoor recreation plan to provide an overall vision for recreational uses and provide eligibility to the Town for WDNR Stewardship funds for recreational activities and land purchases.
- Work with the Towns of Ledgeview and Rockland and the Brown County Park Department to develop the potential county park on the former Eastside Landfill.

Erosion and Stormwater Control Ordinances

Communities can adopt erosion and stormwater control ordinances to control the impact of development on runoff, groundwater recharge, and overall water quality. The ordinance should include standards for compliance and guidelines to assist developers in choosing appropriate stormwater management techniques. In order to provide a basis for the formulation of the ordinance, a stormwater management plan is typically developed first. The ordinance should also identify how smaller management practices can be designed to be compatible with the overall plan. The erosion control ordinance primarily addresses the reduction of sediment runoff associated with construction.

Action Steps:

- Complete a comprehensive stormwater management plan for the Town of Glenmore and review the plan for consistency with the general goals and objectives of the comprehensive plan and the incorporation of stormwater management facilities within the identified greenway corridors.
- Develop an erosion control and stormwater management ordinance to be consistent with the stormwater management plan.

Potential Funding Sources

Some of the recommendations in the plan may be implemented with the help of various sources of funds besides local property taxes. There are a number of grant programs administered by state and federal agencies, including the Wisconsin Department of Administration, Wisconsin Department of Commerce, Wisconsin Department of Natural Resources, and Wisconsin Department of Transportation. At the federal level, the Environmental Protection Agency, Department of Agriculture–Rural Development, and the (U.S.) Department of Commerce–Economic Development Agency all provide sources of funding.

Typically, the grant programs require a local match. However, the local match may generally include a combination of local tax dollars, in-kind services, and/or private donations. Each grant program has its own set of guidelines regarding eligible projects, as well as financing mechanisms, and should be reviewed before applying.

In addition to the following sampling of programs, the State of Wisconsin Department of Administration maintains the Wisconsin Catalog of Community Assistance (WCCA), which provides a comprehensive list of state aid programs. The WCCA can be found at <http://www.doa.state.wi.us/dhir/wcca.asp>.

Identified on the following pages are a number of programs that may be particularly applicable to the Town of Glenmore. However, this is just a sample, and a comprehensive list can be found at the link to the Wisconsin Catalog of Community Assistance (<http://www.doa.state.wi.us/dhir/wcca.asp>).

Wisconsin Department of Administration

Many of the programs administered by the Wisconsin Department of Administration would not apply particularly well to the Town of Glenmore. However, the Town will again be eligible for a comprehensive planning grant from WDOA ten years after adoption of the current plan. Detailed information regarding other programs offered through the Wisconsin Department of Administration can be found at www.doa.state.wi.us or the Bay-Lake Regional Planning Commission.

Wisconsin Department of Agriculture, Trade, and Consumer Protection

The Wisconsin Department of Agriculture, Trade, and Consumer Protection (DATCP) administers the Agricultural Development and Diversification (ADD) Grant. According to the Wisconsin Catalog of Community Assistance, "The objective of the program is to provide grants to fund demonstration projects, feasibility analysis, and applied research toward new or alternative products, technologies, and practices that will stimulate agricultural development and diversification of economic activity within agriculture." Applicants may include private individuals, businesses, or other organizations involved in Wisconsin agriculture. Additional information regarding the ADD program can be found at www.datcp.state.wi.us.

Wisconsin Department of Commerce

The Wisconsin Department of Commerce (Commerce) has a broad range of financial assistance programs to help communities undertake economic development. Commerce maintains a network of area development managers to offer customized services to each region of Wisconsin (Brown County is located in Region 3). Those that most likely apply to the Town of Glenmore include:

- **Dairy 2020 Early Planning Grant Program** - The goal of the Dairy 2020 Early Planning Grant program is to encourage and stimulate the startup, modernization, and expansion of Wisconsin dairy farms. Up to a \$3,000 grant may be used to cover the cost of an independent third party study to assist the applicant in the startup,

modernization, or expansion of a dairy farm. Eligible applicants include existing and startup Wisconsin dairy producers.

- **Milk Volume Program (MVP)** – Provides qualifying dairy producers with the financing necessary to bridge the “equity gap” and to partner with local communities to increase dairy production in the state. The Milk Volume Program assists dairy producers that are undertaking capital improvement projects that will result in a significant increase in Wisconsin’s milk production. Applicants must have a comprehensive business plan and demonstrate that they will have a long-term sustainable impact on Wisconsin’s milk production.
- **Rural Economic Development Program (RED)** – Designed to provide working capital or fixed asset financing for businesses with fewer than 50 employees and that are located in cities, towns, or villages with a population of less than or equal to 6,000. Applicants may include for-profit businesses or cooperatives.

Other Commerce-administered programs include:

- **Brownfields Initiative** – Provides grants to individuals, businesses, local development organizations, and municipalities for environmental remediation activities for brownfield sites where the owner is unknown, cannot be located, or cannot meet the cleanup costs.
- **Community-Based Economic Development Program (CBED)** – Designed to promote local business development in economically distressed areas. The program awards grants to community-based organizations for development and business assistance projects and to municipalities for economic development planning. The program helps the community or community-based organizations plan, build, and create business and technology-based incubators, and it can also capitalize an incubator tenant revolving loan program.
- **CDBG-Blight Elimination and Brownfield Redevelopment Program** – Can help small communities obtain money for environmental assessments and remediate brownfields.
- **CDBG-Emergency Grant Program** – Can help small communities repair or replace infrastructure that has suffered damages as a result of catastrophic events.
- **CDBG-Public Facilities for Economic Development (CDBG-PFED)** – Offers grants to communities to provide infrastructure for a particular economic development project.
- **CDBG-Economic Development (CDBG-ED)** – Provides grants to communities to loan to businesses for startup, retention, and expansion projects based on the number of jobs created or retained.

Additional information regarding these Commerce programs can be found at www.commerce.state.wi.us. The Wisconsin Department of Commerce Area Development Manager (Region 3 in Brown County) or Bay-Lake Regional Planning Commission can answer questions about these programs.

Wisconsin Department of Natural Resources

The Wisconsin Department of Natural Resources offers a number of grant programs that can be used to provide additional recreational opportunities to residents of the Town of Glenmore. The Town should contact the Northeast Region Office of the WDNR to determine eligibility and availability if the Town decides to pursue any of the following grant programs:

Stewardship – Aid for the Acquisition and Development of Local Parks (ADLP)

The ADLP program funds are available to acquire land, rights in land, and develop public outdoor recreation areas for nature-based outdoor recreation purposes. Funds are allocated on a DNR regional basis so applicants compete only against other applicants located in their region.

Acquisition of Development Rights

Funds are available to acquire development rights (easements) in areas where restrictions on residential, industrial, or commercial development would enhance nature-based outdoor recreation.

Land and Water Conservation Fund (LAWCON)

LAWCON is a federal program administered through the WDNR. However, projects funded under LAWCON are not restricted to nature-based outdoor recreation projects as the Stewardship program funds are. Eligible projects include:

- Land acquisition.
- Development of recreational facilities.
- See eligibility list on WDNR website for ADLP program eligible projects.

Recreational Trails Act (RTA)

RTA is a federal program administered through the WDNR. RTA funds may only be used on trails that have been identified in or which further a specific goal of a local, county, or state trail plan included or referenced in a statewide comprehensive outdoor recreation plan required by the federal LAWCON program. Eligible projects in order of priority are maintenance and restoration of existing trails, development and rehabilitation of trailside and trailhead facilities and trail linkages, construction of new trails (with certain restrictions on federal lands), and acquisition of easements or property for trails.

Additional information regarding community assistance programs can be found at the following WDNR Bureau of Community Financial Assistance (CFA) website: <http://www.dnr.state.wi.us/org/caer/cfa/cfindex.html>.

Wisconsin Department of Transportation

In addition to the Local Road Aids Program, which the Town already participates in, the Wisconsin Department of Transportation has additional programs to help fund transportation activities in the Town.

- **Local Roads Improvement Program (LRIP)** – Assists local governments in improving seriously deteriorating county highways, town roads, and city and town streets. As a reimbursement program, LRIP pays up to 50 percent of total eligible costs, with local governments providing the balance.
- **Surface Transportation Program-Rural (STP-R)** – Allocates federal funds to complete a variety of improvements to rural highways eligible for federal aid (primarily county highways classified higher than rural minor collectors).
- **Flood Damage Aids** – Assist local governments with improving or replacing roads and roadway structures that have sustained major damage from flooding. The program helps defray the costs of repairing major flood damage to any public highway, street, alley, or bridge not located on the State Trunk Highway System.
- **Wisconsin Information System for Local Roads (WISLR)** – Ongoing effort that provides WisDOT and local governments convenient and secure access to comprehensive geographic information system data on Wisconsin's road network. Local units of government and counties are required to submit pavement ratings to WisDOT on a biennial basis.

Additional information regarding grant programs and other resources administered by the Wisconsin Department of Transportation can be found at the following Programs for Local Governments web page: <http://www.dot.state.wi.us/localgov/index.htm>.

U.S. Department of Agriculture – Rural Development (USDA-RD)

The USDA-RD has a number of programs available to aid rural communities located outside of urbanized areas. The program listed below is only one example of those associated with agriculture. USDA-RD provides financial assistance for utilities and housing, as well, and should be contacted if the Town is interested in additional information.

- **Value-Added Producer Grants (VAPG)** – Provides grants for planning activities and working capital for marketing value-added agricultural products and for farm-based renewable energy. Eligible applicants include independent producers, farmer and rancher cooperatives, agricultural producer groups, and majority controlled producer based business ventures. The program may award grants up to \$500,000 when matched equally by the applicant or a third party. Approximately \$13.2 million was available in 2004.

Additional information regarding this program or other USDA-RD programs is available from the USDA-RD Wisconsin office at <http://www.rurdev.usda.gov/wi/>.

Comprehensive Plan Review and Update

Planning is not static. It is a continuous, ongoing process that is subject to change. It is also at the mercy of many forces over which a municipality has very little or no control (economic conditions, weather, birth rates, mortgage rates, etc.). Therefore, if the Town's comprehensive plan is to remain a useful document, the plan should be reviewed on an annual basis to ensure that it reflects the conditions present at the time and any changes and developments that may have occurred over the last year.

Action Steps:

1. The public will be notified and provided an opportunity to comment on proposed amendments to the comprehensive plan. The Town should consider neighbors' opinions, while keeping in mind the goals of the Town as a whole in evaluating how a proposed amendment would meet the goals and objectives of the comprehensive plan. Options for soliciting public opinion could include direct mail survey forms, neighborhood meetings, and open house meetings.
2. Criteria should be adhered to when considering amendments to the comprehensive plan. Amendments should be approved only if they are determined to be in the public's best interest, and this determination should be based on a review of all applicable principles from the following list:
 - How the proposal is more consistent with applicable goals, objectives, and policies of the comprehensive plan than the existing designation.
 - Encourages the continuance or enhancement of agricultural activity in the Town.
 - Provides development that is compatible and integrated with surrounding uses in terms of scale, orientation, rural character, and landscaping.
 - Conserves or enhances significant agricultural, natural, or historical features that help maintain the Town's rural character.
 - Provides significant economic development opportunities and broadening of the Town's economy.
 - Provides for a diversification of the Town's housing, while maintaining the rural character of the Town.
3. Amendments should demonstrate that a substantial change in circumstances has occurred since the original designation.
4. Scope of Review. The review and evaluation of proposed comprehensive plan changes should consider both the likely and possible future use of the site and associated impacts.
5. Cumulative Impacts. The review of individual comprehensive plan amendments should consider the cumulative transportation, land supply, and environmental impacts of other plan amendments proposed within the same annual cycle.
6. The Town of Glenmore Planning Commission should prepare a brief annual report. This report should summarize how the comprehensive plan was used to direct major spending, regulatory, and construction decisions, how development has or has not coincided with the recommendations of the plan, and how community circumstances have changed that have necessitated recommendations for appropriate comprehensive plan amendments by the Town Board.
7. The Town should consult annually with other governmental agencies and neighboring communities to get their input regarding how their community activities relate to the recommendations of the comprehensive plan.

8. The Town should complete a formal review and update of the entire comprehensive plan at least once every five years. Updated information should include (at a minimum) new statistical information, existing land use, population projections, 5-year growth increments, and a Future Land Use map. Based on this review, revisions should be made to sections of the plan determined to be out of date and sections that are not serving their intended purpose.
9. At a minimum of once every ten years, the plan should be comprehensively rewritten using the formal process prescribed by the State Comprehensive Planning Law, including the maximum amount of public input, neighboring/overlapping jurisdictions notification, 30-day review period, public hearing, and ordinance adoption.

**APPENDIX A: PUBLIC PARTICIPATION PROCESS FOR
THE GLENMORE COMPREHENSIVE PLAN**

Public Participation Process for the Glenmore Comprehensive Plan

The Town of Glenmore Comprehensive Plan will include several public participation components. These components are summarized below:

Citizens Advisory Committee

At the beginning of the plan development process, the Town will appoint representatives to a citizens advisory committee. The advisory committee will advise staff during the plan development process, review plan recommendations, discuss the plan elements with public meeting participants, and recommend a final draft of the comprehensive plan to the Town's planning commission and board. All meetings will be open to the public.

Flier

To officially start the planning process, a flier will be mailed to each Glenmore household that summarizes the process and provides survey questions for people to answer to get them thinking about planning issues. The flier will also invite residents to a community visioning session that will occur at the beginning of the planning process.

Community Visioning Session

Once the project is underway, a community visioning session will be held during an evening to establish many of the goals and objectives that will serve as the foundation of the comprehensive plan. All Glenmore residents will be invited to attend the session to offer and discuss their ideas of how the Town should grow over the next several years.

Brown County Web Page

When draft chapters of the comprehensive plan are mailed to members of the citizens advisory committee for review, they will also be placed on the following Brown County web page for public review: www.co.brown.wi.us/planning/smart_growth.html.

Stakeholder Interviews

Individual interviews with Town-identified "stakeholders" in the future of Glenmore will be held to ensure their input into the process.

Public Open House Meeting

Once the draft plan has taken shape, at least one public open house meeting will be held to present various sections of the plan. Meeting participants will also have the opportunity to discuss the recommendations with planning staff and advisory committee members and to suggest modifications.

Public Hearing

Following the open house meeting and the approval of the draft document by the citizens advisory committee, a public hearing will be held to receive additional input from the public.

Planning Committee and Town Board Meetings

Following the public hearing, the draft plan will be presented to the Town's planning commission and board. These meetings will be open to the public and will be intended to discuss and adopt the plan.

**APPENDIX B: RESOLUTION, TOWN OF GLENMORE
PLANNING COMMISSION**

RESOLUTION

TOWN OF GLENMORE PLANNING COMMISSION

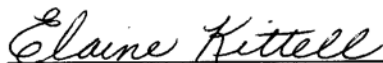
WHEREAS, the Town of Glenmore Citizens Advisory Committee has developed the Town of Glenmore Comprehensive Plan to guide and coordinate decisions and development within the Town in accordance with Wis. Stat. 66.1001; and

WHEREAS, the comprehensive plan was prepared by the Brown County Planning Commission in accordance with the contract with the Town of Glenmore and State of Wisconsin; and

WHEREAS, several public meetings were held to obtain public input during the development of the comprehensive plan, and these meetings included a public visioning session on April 30, 2004, monthly citizens advisory committee meetings, an open house meeting on February 17, 2005, and a public hearing on March 8, 2005.

NOW, THEREFORE, BE IT RESOLVED, that the Town of Glenmore Planning Commission recommends to the Town of Glenmore Board the adoption of the Town of Glenmore Comprehensive Plan.

Approved this 14th day of April, 2005



Elaine Kittell, Chair

Town of Glenmore Planning Commission

**APPENDIX C: ORDINANCE TO ADOPT THE TOWN OF
GLENMORE COMPREHENSIVE PLAN**

ORDINANCE 036

ORDINANCE TO ADOPT THE TOWN OF GLENMORE COMPREHENSIVE PLAN

The Town Board of the Town of Glenmore, Brown County, Wisconsin, does ordain as follows:

Section 1. Pursuant to Section 62.23(2)(3) of the Wisconsin Statutes, the Town of Glenmore is authorized to prepare and adopt a comprehensive plan as defined in Section 66.1001(1)(a) and 66.1001(2) of the Wisconsin Statutes.

Section 2. The Town Board of the Town of Glenmore, Brown County, Wisconsin, has adopted written procedures designed to foster public participation in every stage of the preparation of a comprehensive plan as required by Section 66.1001(4)(a) of the Wisconsin Statutes.

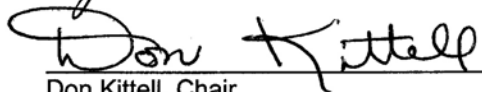
Section 3. The Town of Glenmore Planning Commission has adopted a resolution recommending to the Town Board the adoption of the document entitled "Town of Glenmore Comprehensive Plan," which contains all of the elements specified in Section 66.1001(2) of the Wisconsin Statutes.

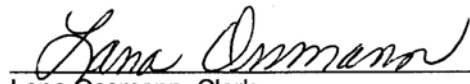
Section 4. The Town of Glenmore has held at least one public hearing on this ordinance in compliance with the requirements of Section 66.1001(4)(d) of the Wisconsin Statutes.

Section 5. The Town Board of the Town of Glenmore, Brown County, Wisconsin, does by enactment of this ordinance formally adopt the document entitled "Town of Glenmore Comprehensive Plan" pursuant to Section 66.1001(4)(c) of the Wisconsin Statutes.

Section 6. This ordinance shall take effect upon passage by a majority vote of the members-elect of the Village Board and upon publication required by law.

Adopted this 2 day of May, 2005


Don Kittell, Chair
Town of Glenmore


Lana Ossmann, Clerk
Town of Glenmore

Date of publication:

5/26/05

FCC Form 301
WTRW(FM)
FAC ID No. 164253
July 2008

Exhibit 32 – Attachment 5

Glenmore, WI



[HOME](#)

[LISTS](#)

[REAL ESTATE](#)

[JOBS](#)

Had an
interesting
experience in
Glenmore?

Contact us



Glenmore, WI

[About Glenmore](#)

[Reviews](#)

Welcome to Glenmore, WI

Glenmore, WI has a wide range of places to shop, stay and eat and has many attractions to visit.

Must see attractions in Glenmore, WI include:

- Framin Place & Gallery
- Rock K Ranch Hayrides
- Heritage Hill State Park
- Art by Sally LLC
- A Main Attraction Incorporated
- Game World
- Green Bay Packer Hall of Fame
- Midwestmicrobrews.com

Some popular restaurants in Glenmore, WI are: Applebee's Neighborhood Grill, The Union Hotel & Restaurant, Andrew's, Cheffettas Fine Dining LLC, Kroll's East, Cup O'Joy Christian Coffee Hse and Bilotti's Pizza.

There are many great hotels, inns and bed & breakfasts to choose from when statying in Glenmore, WI. Here are just a few of your options:

- Shady Acres Campsites
- Redwood Inn
- Video Doctors
- Pioneer Sales & Svc Incorporated
- Country Inn & Suites Green Bay East, WI
- Amerihost Inn
- Dci-Harrison Coin

There are many unique places to shop in Glenmore, WI. Some favorites include:

- Green Bay Plaza
- Bay Park Square Mall
- Furniture Row Shopping Center
- True Value Holliday Shpg Center
- Bay Park Square Mall
- On Broadway
- Greenbay Plaza LLC

[Business](#) [Calendar](#) [Classifieds](#) [Community](#) [Entertainment](#) [Gallery](#) [Media](#) [Sports](#) [Weather](#)



Get **Firefox with Google Toolbar** for more secure browsing

<http://tools.google.com>

[theBubbler](#) [Members](#) [Classifieds](#) [Directory](#) [Events](#)

[Ads by Google](#) [Wisconsin Community](#) [Wi Community](#) [Wi Neighborhood](#) [Wisconsin](#)

theBubbler > **Glenmore, Wisconsin in Brown County Wisconsin**

User Name

☐ Remember Me?

Register
or
Login:

[theBubbler](#) [Features](#) [Forums](#) [Classifieds](#) [Directory](#) [Members](#) [Quick Links](#) [Help](#)

» July 2008

S	M	T	W	T	F	S
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

» Donate

Contribute to theBubbler!

» Today's Birthdays

msoi

» Online Users: 150

5 members and 145 guests

Bechtel, ddot, momnstress, nadke_angela@hotmail.com, Scoot

Most users ever online was 581, 04-24-2008 at 07:03 PM.

» theBubbler Chatters

Currently Active Chatters: 1

» Community

Wisconsin -> Brown County -> Glenmore, Wisconsin

Glenmore, Wisconsin

Welcome to theBubbler's page for Glenmore, WI. We have designed this page to be a resource for residents of Glenmore, and a starting point for those looking to visit Glenmore, WI.



Glenmore Information

Glenmore, Wisconsin Free Classifieds

Free want ads for Wisconsin individuals, free to place and view (by County, by City, or Statewide). Become a member of theBubbler.com to post free rummage sale, for sale, wanted to buy and other free classifieds for Glenmore and Wisconsin.

dixietrickle

» Stats

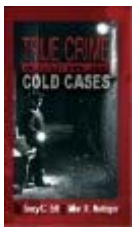
Members: 11,116
Threads: 5,347
Posts: 21,552
Top Poster: keith (5,817)


Welcome to our newest members:

borat
Miles Salyers
dixietrickle
varun1986
daviddgb
bongo453
harrymart
hockeybabe32
suemom00
oldmangower

» theBubbler Store

Amazon Item of the Week for 07/09/2008



[True Crime in Titledown, USA](#)
Tracy C. Ertl, Mik...
Best Price \$1.00
or Buy New \$16.95

[Privacy Information](#)

Click here to see all of our Featured Products

» Current Poll

More Wisconsinites admit to drunk driving than in any other state. What can be done to stop this?

Stronger penalties for first offenses - 20.00%

Breathalizers in cars of convicted drunk drivers - 0%

Glenmore, Wisconsin Web Directory / Links
Glenmore Web Directory, Free Web Link placement and viewing for Glenmore residents.

Glenmore, Wisconsin Forum Postings
Glenmore people talk about their favorite Glenmore people, places and things.

Glenmore, Wisconsin Event List
Glenmore Event Listings, Event posting and viewing for Glenmore people.

Glenmore, Wisconsin Video List
Glenmore Videos, free video uploads and viewing for Glenmore people.

Glenmore, Wisconsin Employment Listings
Glenmore Jobs, free job search for Glenmore people.

Glenmore Classifieds

Our free Glenmore classifieds offer a place for Glenmore buyers and sellers to connect. Post want ads, rummage sales, for sale ads, events, news and more. Apartments for rent, real estate, cars, trucks, boats, horses and livestock, pets, antiques and collectables are just some of the items being sold on the Glenmore classified ads.

The following are the most popular free classified ads for Glenmore.

There are currently no items in this category.

[Click here to see all Wisconsin Classifieds](#)

Glenmore, WI Directory / Links

If you know of a Glenmore website that should be listed on theBubbler, add it to our Glenmore directory. Use our [Add-A-Link](#) form to submit your website for free! If a



Penalties for bar owners that overserve alcohol - 20.00%



Increased awareness of drunk driving effects - 0%



Free public transportation for inebriated citizens - 20.00%



All of the above - 0%



Other - what do you think will help stop drunk driving? - 40.00%



Total Votes: 5

You may not vote on this poll.

- » [View Poll Results](#)
- » [Discuss This Poll](#)
- » [This Poll Has 2 Replies](#)

» [theBubbler Babble](#)

- **Polygamy: Rock & Roll Dictionary**
Polygamy: a great idea in theory, until you realize it multiplies the number of your in-laws.

» [Adopt A Pet](#)



Doodle Bug
Fond du Lac
Humane Society

Glenmore business, restaurant, store, recreation area or sports team has a website, help build the Glenmore directory by adding a link!

The following are the most popular Web Links for Glenmore.

There are currently no items in this category.

[Click here to view the complete Glenmore, WI Directory](#)

Glenmore, WI Members

theBubbler.com Members from Glenmore, Wisconsin

Glenmore, WI Upcoming Events

If you know of a Glenmore event that should be listed on theBubbler, add it to our Event Calendar. Use our [Add Event form](#) to submit your event for free! The following are upcoming events for Glenmore:

There are currently no items in this category.

[Click to view all Upcoming Wisconsin Events](#)

Glenmore, WI Videos

If you own a Glenmore video that should be listed on theBubbler, add it to our [Wisconsin video sharing site, WisTube.com](#). The following are upcoming videos for Glenmore:

There are currently no items in this category.

» Sponsor



The Worth Company

- fishing lure components
- key & split rings
- Anchormate® & Moormate® Products

[Adopt Pets Free](#)
Buy, Sell and Adopt
Pets for Free Kijiji -
Free Local Pet
Classifieds
www.Kijiji.com/Pets





Click to view all Upcoming Wisconsin Videos

Glenmore, WI Jobs

The following are jobs listed for Glenmore:

There are currently no items in this category.

Click to view all Wisconsin Employment Opportunities

All times are GMT -5. The time now is 03:25 PM.

Business Calendar **Classifieds** Community Entertainment Gallery Media Sports Weather
---- Summer Forest  [Contact Us](#) - [theBubbler](#) - [Archive](#) - [Top](#)

theBubbler.com

POWERED BY OnYourMark, LLC.
22603 West Main Street
Sussex, WI 53089

Phone: 262-820-8201
Fax: 262-820-8202
Call Toll Free: 1-800-747-3399
info@thebubbler.com

OnYourMark, LLC is a full-service web design, production, programming, hosting and Internet marketing company with audio, photography and video services in our studio on Main Street in Sussex, Wisconsin or at your location.

We serve clients in industry, healthcare, eCommerce, professional services, real estate and construction, information services, hospitality, advertising agencies, and more...throughout Wisconsin and the USA. Please contact OnYourMark for a free, no-obligation consultation about increasing your inquiries and sales while decreasing your costs via the web.

Copyright © 2008 thebubbler.com | All Rights Reserved [Privacy Statement](#)

Powered by vBulletin® Version 3.6.8
Copyright ©2000 - 2008, Jelsoft Enterprises Ltd.
Powered by vAdvanced CMPS v3.0 RC2
Content Relevant URLs by vBSEO 3.1.0

FCC Form 301
WTRW(FM)
FAC ID No. 164253
July 2008

Exhibit 32 – Attachment 6

SUMMARY REPORT

BROWN COUNTY WISCONSIN
2007 GENERAL ELECTION
APRIL 3, 2007

OFFICIAL

RUN DATE:04/05/07 04:03 PM
EL45 PAGE 001

REPORT-

		VOTES	PERCENT
VOTES PERCENT			
PRECINCTS COUNTED (OF 88)	. . . . .	88	100.00
REGISTERED VOTERS - TOTAL	. . . . .	0	
BALLOTS CAST - TOTAL	. . . . .	39,269	
BALLOTS CAST - BLANK	. . . . .	16	.04
228	61.96		
140	38.04		
JUSTICE OF THE SUPREME COURT			
368			
(Vote for not more than) 1			
(WITH 88 OF 88 PRECINCTS COUNTED)			
LINDA M. CLIFFORD	. . . . .	13,016	34.30
ANNETTE K. ZIEGLER	. . . . .	24,799	65.35
WRITE-IN	. . . . .	134	.35
Total	. . . . .	37,949	
266	99.63		
IN	. . . . .	1	.37
267			
COURT OF APPEALS JUDGE, DISTRICT 3			
(Vote for not more than) 1			
(WITH 88 OF 88 PRECINCTS COUNTED)			
EDWARD R. BRUNNER	. . . . .	28,170	99.54
WRITE-IN	. . . . .	131	.46
Total	. . . . .	28,301	
401	99.01		
IN	. . . . .	4	.99
405			
CIRCUIT COURT JUDGE, BRANCH 7			
(Vote for not more than) 1			
(WITH 88 OF 88 PRECINCTS COUNTED)			
TIMOTHY A. HINKFUSS	. . . . .	23,906	64.88

TOWN BOARD CHAIRPERSON GLENMORE	
(Vote for not more than) 1	
(WITH 1 OF 1 PRECINCTS COUNTED)	
DON A. KITTELL	. . . . .
WRITE-IN.	
Total	. . . . .
TOWN BOARD CHAIRPERSON T GREEN BAY	
(Vote for not more than) 1	
(WITH 1 OF 1 PRECINCTS COUNTED)	
LEE DE CHAMPS	. . . . .
WRITE-	
Total	. . . . .
TOWN BOARD CHAIRPERSON HOLLAND	
(Vote for not more than) 1	
(WITH 1 OF 1 PRECINCTS COUNTED)	
JEROME WALL	. . . . .
WRITE-	
Total	. . . . .
TOWN BOARD CHAIRPERSON HUMBOLDT	
(Vote for not more than) 1	

THOMAS L. SCHOBBER. 12,900 35.01
WRITE-IN. 38 .10
255 99.61
Total 36,844
IN. 1 .39

256

COUNTY EXECUTIVE

(Vote for not more than) 1
(WITH 88 OF 88 PRECINCTS COUNTED)
TOM HINZ. 22,324 57.84
ALAN LASEE 16,228 42.05
419 99.52
WRITE-IN. 43 .11
IN. 2 .48
Total 38,595
421

MULTI JURISDICTIONAL MUNICIPAL JUDGE MULTI-JURISDICTIONAL

(Vote for not more than) 1
(WITH 9 OF 9 PRECINCTS COUNTED)
603 99.18
FRANCIE LAEYENDECKER. 1,260 38.69
IN. 5 .82
CLETUS J. HUBERS 1,988 61.04
608
WRITE-IN. 9 .28
Total 3,257

TOWN BOARD CHAIRPERSON EATON

(Vote for not more than) 1
385 99.23
(WITH 1 OF 1 PRECINCTS COUNTED)
IN. 3 .77
IRVIN SAHARSKY. 206 99.52
388
WRITE-IN. 1 .48
Total 207

WISCONSIN

OFFICIAL

2007 GENERAL ELECTION
APRIL 3, 2007

RUN DATE:04/05/07 04:03 PM
EL45 PAGE 002

(WITH 1 OF 1 PRECINCTS COUNTED)
NORBERT DANTINNE, JR.

WRITE-

Total

TOWN BOARD CHAIRPERSON LAWRENCE

(Vote for not more than) 1
(WITH 1 OF 1 PRECINCTS COUNTED)
THOMAS P. PEROCK

WRITE-

Total

TOWN BOARD CHAIRPERSON LEDGEVIEW

(Vote for not more than) 1
(WITH 1 OF 1 PRECINCTS COUNTED)
JEFFREY J. VAN STRATEN

WRITE

Total

TOWN BOARD CHAIRPERSON MORRISON

(Vote for not more than) 1
(WITH 1 OF 1 PRECINCTS COUNTED)
TODD D. CHRISTENSEN

WRITE-

Total

BROWN COUNTY

REPORT-

VOTES PERCENT

VOTES PERCENT

TOWN BOARD CHAIRPERSON NEW DENMARK

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

GARY T. MOORE	265	98.15
237	57.80	

WRITE-IN.	5	1.85
173	42.20	

Total	270	
-----------------	-----	--

IN.	0	
-------------	---	--

410

TOWN BOARD CHAIRPERSON PITTSFIELD

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

KEITH D. DENEYS	407	99.51
WRITE-IN.	2	.49

158	20.00	
Total	409	

245	31.01	
-----	-------	--

159	20.13	
-----	-------	--

228	28.86	
-----	-------	--

TOWN BOARD CHAIRPERSON ROCKLAND

IN.	0	
-------------	---	--

(Vote for not more than) 1

790

(WITH 1 OF 1 PRECINCTS COUNTED)

DENNIS J. CASHMAN.	361	79.52
HUB WENDRICKS	91	20.04

WRITE-IN.	2	.44
Total	454	

216	50.82	
-----	-------	--

207	48.71	
-----	-------	--

TOWN BOARD CHAIRPERSON SCOTT

IN.	2	.47
-------------	---	-----

(Vote for not more than) 1

425

(WITH 1 OF 1 PRECINCTS COUNTED)

TOWN BOARD SUPERVISOR T GREEN BAY

(Vote for not more than) 2

(WITH 1 OF 1 PRECINCTS COUNTED)

CARY DEQUAINE	
-------------------------	--

DIANNE JACOBS	
-------------------------	--

WRITE-

Total	
-----------------	--

TOWN BOARD SUPERVISOR HOLLAND

(Vote for not more than) 2

(WITH 1 OF 1 PRECINCTS COUNTED)

RAYMOND HAEN	
------------------------	--

MIKE GEIGER.	
----------------------	--

MICHAEL GERRITS	
---------------------------	--

TOM VANDE WETTERING	
-------------------------------	--

WRITE-

Total	
-----------------	--

TOWN BOARD SUPERVISOR HUMBOLDT

(Vote for not more than) 2

(WITH 1 OF 1 PRECINCTS COUNTED)

MERLIN VANDEN PLAS	
------------------------------	--

CHUCK KARNOPP	
-------------------------	--

WRITE-

Total	
-----------------	--

MIKE VAN LANEN.	585	66.55
WILLIAM G. ULLMER.	291	33.11
WRITE-IN.	3	.34
Total	879	

325 49.09

336 50.76

TOWN BOARD CHAIRPERSON T WRIGHTSTOWN

IN.	1	.15
-------------	---	-----

(Vote for not more than) 1

662

(WITH 1 OF 1 PRECINCTS COUNTED)

WILLIAM VERBETEN	528	98.51
WRITE-IN.	8	1.49
Total	536	

432 36.46

TOWN BOARD SUPERVISOR EATON

333 28.10

(Vote for not more than) 2

417 35.19

(WITH 1 OF 1 PRECINCTS COUNTED)

IN.	3	.25
JAMES OSTERLOH.	182	50.56

1,185

RONALD A. DE GRAND	175	48.61
WRITE-IN.	3	.83
Total	360	

TOWN BOARD SUPERVISOR GLENMORE

295 39.60

(Vote for not more than) 2

174 23.36

(WITH 1 OF 1 PRECINCTS COUNTED)

275 36.91

FRED DOBBERPUHL	194	28.16
IN.	1	.13

KRISS SCHMIDT	213	30.91
-------------------------	-----	-------

RON NOWAK	201	29.17
WRITE-IN.	81	11.76

Total	689	
-----------------	-----	--

WISCONSIN

OFFICIAL

TOWN BOARD SUPERVISOR LAWRENCE

(Vote for not more than) 2

(WITH 1 OF 1 PRECINCTS COUNTED)

JOHN KLASSEN.

KENNETH F. VAN DE HEI

WRITE-

Total

TOWN BOARD SUPERVISOR LEDGEVIEW

(Vote for not more than) 2

(WITH 1 OF 1 PRECINCTS COUNTED)

TIM BENO.

BILL WANGERIN

PHIL DANEN

WRITE-

Total

TOWN BOARD SUPERVISOR MORRISON

(Vote for not more than) 2

(WITH 1 OF 1 PRECINCTS COUNTED)

KEVIN COLLINS

BRUCE KRAHN.

RON LEMKE

WRITE-

Total

BROWN COUNTY

SUMMARY REPORT

2007 GENERAL ELECTION
APRIL 3, 2007RUN DATE:04/05/07 04:03 PM
EL45 PAGE 003

REPORT-

VOTES PERCENT

VOTES PERCENT

TOWN BOARD SUPERVISOR NEW DENMARK

(Vote for not more than) 2

(WITH 1 OF 1 PRECINCTS COUNTED)

FRANCIS RABAS	216	46.45
218 99.09		
RICHARD BRADLEY	247	53.12
IN.	2	.91
WRITE-IN.	2	.43
220		
Total	465	

TOWN BOARD SUPERVISOR ROCKLAND

(Vote for not more than) 2

(WITH 1 OF 1 PRECINCTS COUNTED)

360 97.30		
VICKY L. VAN VONDEREN	307	49.44
10 2.70		
ALICE J. DAUL	307	49.44
370		
WRITE-IN.	7	1.13
Total	621	

TOWN BOARD SUPERVISOR SCOTT

(Vote for not more than) 2

(WITH 1 OF 1 PRECINCTS COUNTED)

IN.	0	
CYRIL VAN LAANEN	615	50.16
281		
KENNETH H. JACOBS.	609	49.67
WRITE-IN.	2	.16
Total	1,226	

TOWN BOARD SUPERVISOR T WRIGHTSTOWN

421 100.00

TOWN CLERK EATON

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

ANN POTTS	
WRITE-	
Total	

TOWN CLERK GLENMORE

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

LANA J. OSSMANN	
WRITE-IN.	
Total	

TOWN CLERK T GREEN BAY

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

DEBRA MERCIER	
WRITE-	
Total	

TOWN CLERK HOLLAND

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

WILLIAM CLANCY.	
-------------------------	--

(Vote for not more than) 2
 IN. 0
 (WITH 1 OF 1 PRECINCTS COUNTED)
 421
 DAWN M. RODER 202 19.31
 DONALD WEGAND 300 28.68
 GARY PAHL 191 18.26
 RONALD DINY. 353 33.75
 WRITE-IN. 0
 Total 1,046
 254 100.00

IN. 0
 254
 TOWN BOARD SUPERVISOR NO. 1 PITTSFIELD
 (Vote for not more than) 1
 (WITH 1 OF 1 PRECINCTS COUNTED)
 TOM HUETTER. 265 59.55
 JIM PYLE. 180 40.45
 WRITE-IN. 0
 389 99.74
 Total 445
 IN. 1 .26

390
 TOWN BOARD SUPERVISOR NO. 2 PITTSFIELD
 (Vote for not more than) 1
 (WITH 1 OF 1 PRECINCTS COUNTED)
 RAY TAUSCHER 398 100.00
 WRITE-IN. 0
 133 38.11
 Total 398
 216 61.89
 IN. 0

349 SUMMARY REPORT

RUN DATE:04/05/07 04:03 PM
 EL45 PAGE 004

BROWN COUNTY WISCONSIN
 2007 GENERAL ELECTION
 APRIL 3, 2007

VOTES PERCENT
 VOTES PERCENT

WRITE-
 Total
 TOWN CLERK HUMBOLDT
 (Vote for not more than) 1
 (WITH 1 OF 1 PRECINCTS COUNTED)
 JUDY BAIERL.
 WRITE-
 Total
 TOWN CLERK MORRISON
 (Vote for not more than) 1
 (WITH 1 OF 1 PRECINCTS COUNTED)
 COLLEEN MAGLEY.
 WRITE-
 Total
 TOWN CLERK NEW DENMARK
 (Vote for not more than) 1
 (WITH 1 OF 1 PRECINCTS COUNTED)
 GLORIA A. KANE.
 MICHELLE K. WALLERIUS
 WRITE-
 Total

OFFICIAL

REPORT-

TOWN CLERK PITTSFIELD

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

JAN BODART	407	100.00
120 42.86		
WRITE-IN.	0	
160 57.14		
Total	407	
IN.	0	
280		

TOWN CLERK ROCKLAND

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

TONI L. CARTER.	394	99.75
WRITE-IN.	1	.25
171 39.49		
Total	395	
261 60.28		
IN.	1	.23
433		

TOWN CLERK T WRIGHTSTOWN

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

FAYE WIERSCHKE.	591	100.00
WRITE-IN.	0	
Total	591	
298 100.00		
IN.	0	
298		

TOWN TREASURER EATON

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

DAWN KONOP	227	100.00
WRITE-IN.	0	
Total	227	
153 33.77		
300 66.23		

TOWN TREASURER HUMBOLDT

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

PAMELA STRAND	
JEANNE CONARD	
WRITE-	
Total	

TOWN TREASURER MORRISON

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

JENNY WENDLAND WASMUTH	
NANCY PANTZLAFF	
WRITE-	
Total	

TOWN TREASURER NEW DENMARK

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

DAWN CHERVENKA.	
WRITE-	
Total	

TOWN TREASURER PITTSFIELD

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

TERESA WARGO	
SANDRA HARRIG	
WRITE-	

IN. 0

TOWN TREASURER GLENMORE

453

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

DAVID VAN GHEEM 285 76.20

WRITE-IN. 89 23.80

Total 374

404 99.75

IN. 1 .25

TOWN TREASURER T GREEN BAY

405

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

DORIS M. JADIN. 278 100.00

WRITE-IN. 0

Total 278

567 99.65

IN. 2 .35

TOWN TREASURER HOLLAND

569

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

GLORIA KENNEDY. 419 100.00

WRITE-IN. 0

Total 419

256 64.48

140 35.26

IN. 1 .25

397 SUMMARY REPORT

BROWN COUNTY WISCONSIN
2007 GENERAL ELECTION
APRIL 3, 2007

RUN DATE:04/05/07 04:03 PM

EL45 PAGE 005

Total

TOWN TREASURER ROCKLAND

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

MARY E. VAN DYCK

WRITE-

Total

TOWN TREASURER T WRIGHTSTOWN

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

NANCY LEICK.

WRITE-

Total

TOWN ASSESSOR GLENMORE

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

THOMAS E. KILEY

SETH S. DEMERRITT.

WRITE-

Total

OFFICIAL

REPORT-

VOTES PERCENT

VOTES PERCENT

TOWN ASSESSOR NEW DENMARK

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

GARY TAICHER	280	100.00
212 49.88		
WRITE-IN.	0	
213 50.12		
Total	280	
IN.	0	

425

CONSTABLE EATON

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

JERRY BLOHOWIAK	214	99.53
WRITE-IN.	1	.47
284 100.00		
Total	215	
IN.	0	

284

CONSTABLE GLENMORE

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

MARV ASHLEY.	347	96.39
WRITE-IN.	13	3.61
712 97.67		
Total	360	
17 2.33		

729

CONSTABLE T GREEN BAY

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

ROBERT GEYER	257	100.00
WRITE-IN.	0	
250 97.66		
Total	257	
IN.	6	2.34

256

CONSTABLE MORRISON

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

JOEL REETZ	
DENNIS HERMAN LAABS	
WRITE-	
Total	

CONSTABLE NEW DENMARK

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

RON KANE.	
WRITE-	
Total	

CONSTABLE SCOTT

(Vote for not more than) 2

(WITH 1 OF 1 PRECINCTS COUNTED)

LELAND BAENEN	
WRITE-IN.	
Total	

VILLAGE PRESIDENT DENMARK

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

BOB GORAL	
WRITE-	
Total	

CONSTABLE HOLLAND

(Vote for not more than) 1
 (WITH 1 OF 1 PRECINCTS COUNTED)
 MIKE JESKE 362 98.64
 WRITE-IN. 5 1.36
 375 67.45
 Total 367
 179 32.19
 IN. 2 .36

556

CONSTABLE HUMBOLDT

(Vote for not more than) 1
 (WITH 1 OF 1 PRECINCTS COUNTED)
 STEVE DART 246 99.60
 WRITE-IN. 1 .40
 Total 247
 509 97.32
 14 2.68

523

CONSTABLE LEDGEVIEW

(Vote for not more than) 1
 (WITH 1 OF 1 PRECINCTS COUNTED)
 WRITE-IN. 27 100.00
 Total 27
 2,140 67.23
 1,040 32.67
 IN. 3 .09

3,183 SUMMARY REPORT

RUN DATE:04/05/07 04:03 PM
 EL45 PAGE 006

VOTES PERCENT

VILLAGE TRUSTEE BELLEVUE
 (Vote for not more than) 2

VILLAGE PRESIDENT PULASKI

(Vote for not more than) 1
 (WITH 1 OF 1 PRECINCTS COUNTED)
 KEITH CHAMBERS.
 RONALD KRYGER
 WRITE-
 Total

VILLAGE PRESIDENT V WRIGHTSTOWN

(Vote for not more than) 1
 (WITH 1 OF 1 PRECINCTS COUNTED)
 STEVE JOHNSON
 WRITE-IN.
 Total

VILLAGE PRESIDENT ALLOUEZ

(Vote for not more than) 1
 (WITH 4 OF 4 PRECINCTS COUNTED)
 STEVE VANDEN AVOND
 BILL SWEASY.
 WRITE-

Total

BROWN COUNTY WISCONSIN
 2007 GENERAL ELECTION
 APRIL 3, 2007

OFFICIAL

REPORT-

VILLAGE TRUSTEE WARDS 1-2 HOWARD W1-2
 (Vote for not more than) 1

(WITH 2 OF 2 PRECINCTS COUNTED)

KEVIN BRENNAN	1,078	49.98
84 38.53		
DAVE KASTER.	1,071	49.65
134 61.47		
WRITE-IN.	8	.37
IN.	0	
Total	2,157	
218		

VILLAGE TRUSTEE HOBART

(Vote for not more than) 2

(WITH 1 OF 1 PRECINCTS COUNTED)

TERRY BLOHOWIAK	435	24.60
131 98.50		
TIM CARPENTER	641	36.26
IN.	2	1.50
DAVID DILLENBURG	691	39.08
133		
WRITE-IN.	1	.06
Total	1,768	

VILLAGE TRUSTEE SUAMICO

(Vote for not more than) 2

149 37.34

(WITH 2 OF 2 PRECINCTS COUNTED)

250 62.66		
ROB ZASTROW.	830	35.84
IN.	0	
BRYAN K. SCHULTZ	720	31.09
399		
ROBERT BYRNE	764	32.99
WRITE-IN.	2	.09
Total	2,316	

VILLAGE TRUSTEE DENMARK

120 28.30

(Vote for not more than) 3

302 71.23

(WITH 1 OF 1 PRECINCTS COUNTED)

IN.	2	.47
CATHERINE DUESCHER	198	32.04
424		
ROBERT SEKORA	218	35.28

(WITH 1 OF 1 PRECINCTS COUNTED)

JEFF GOIN	
RON BREDÆEL.	
WRITE-	
Total	

VILLAGE TRUSTEE WARDS 3-4 HOWARD W3-4

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

JAMES WIDIGER	
WRITE-	
Total	

VILLAGE TRUSTEE WARDS 13-14 HOWARD W13-14

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

LARRY WEIX	
DAVID STEFFEN	
WRITE-	
Total	

VILLAGE TRUSTEE WARDS 15-16 HOWARD W15-16

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

RICK WINANS.	
BURT MC INTYRE.	
WRITE-	
Total	

DANIEL DVORAK	199	32.20
WRITE-IN.	3	.49
Total	618	

1,271 51.58

VILLAGE TRUSTEE PULASKI

1,189 48.25

(Vote for not more than) 3

IN. 4 .16

(WITH 1 OF 1 PRECINCTS COUNTED)

2,464

KEITH SKOVERA	336	23.09
WILLIAM CAMPBELL	232	15.95
MARIANNE YACH	300	20.62
GREGG STASZAK	284	19.52
EDWARD W. KRAUSE	300	20.62
WRITE-IN.	3	.21

2,177 99.73

Total 1,455

IN. 6 .27

2,183

VILLAGE TRUSTEE V WRIGHTSTOWN

(Vote for not more than) 3

(WITH 1 OF 1 PRECINCTS COUNTED)

ALBERT B. CHRISTENSEN	439	37.05
ANDREW R. LUNDT	369	31.14

2,097 99.43

SCOTT REIGNIER. 374 31.56

12 .57

WRITE-IN. 3 .25

2,109

Total 1,185 SUMMARY REPORT

WISCONSIN

OFFICIAL

2007 GENERAL ELECTION

APRIL 3, 2007

RUN DATE:04/05/07 04:03 PM

EL45 PAGE 007

REPORT-

VOTES PERCENT

VOTES PERCENT

MUNICIPAL JUDGE BELLEVUE

(Vote for not more than) 1

VILLAGE CLERK ASHWAUBENON

(Vote for not more than) 1

(WITH 6 OF 6 PRECINCTS COUNTED)

DAWN A. COLLINS

DEBBIE NELSON

WRITE-

Total

VILLAGE TREASURER ASHWAUBENON

(Vote for not more than) 1

(WITH 6 OF 6 PRECINCTS COUNTED)

ROSEMARY A. HERMES

WRITE-

Total

MUNICIPAL JUDGE ASHWAUBENON

(Vote for not more than) 1

(WITH 6 OF 6 PRECINCTS COUNTED)

GARY A. WICKERT

WRITE-IN.

Total

BROWN COUNTY

ALDERPERSON DISTRICT 3 WARDS 11-14

(Vote for not more than) 1

(WITH 2 OF 2 PRECINCTS COUNTED)

CYNTHIA L. VOPAL	1,333	99.70
569 99.13		
WRITE-IN.	4	.30
IN.	5	.87
Total	1,337	

574

MUNICIPAL JUDGE DENMARK

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

CHARLES TEEGE	247	100.00
342 99.42		
WRITE-IN.	0	
IN.	2	.58
Total	247	

344

MUNICIPAL JUDGE SUAMICO

(Vote for not more than) 1

(WITH 2 OF 2 PRECINCTS COUNTED)

KEVIN A. RATHBURN.	1,152	100.00
WRITE-IN.	0	
967 24.31		
Total	1,152	
1,411 35.47		

1,591 39.99

IN. 9 .23

MUNICIPAL JUDGE PULASKI

3,978

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

ROBERT S. BETLEY	464	99.57
BRILLION		
WRITE-IN.	2	.43
Total	466	

14 35.90

16 41.03

MAYOR C GREEN BAY

PALMER 9 23.08

(Vote for not more than) 1

IN. 0

(WITH 1 OF 1 PRECINCTS COUNTED)

MICHAEL DONOVAN

WRITE-

Total

ALDERPERSON DISTRICT 4 WARDS 8-10

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

KATHY VAN VONDEREN

WRITE-

Total

ASHWAUBENON SCHOOL DISTRICT SCHOOL BOARD SCH -
ASHWAUBENON

(Vote for not more than) 2

(WITH 6 OF 6 PRECINCTS COUNTED)

TAMMY ZITTLOW

GINNY LAUKKA

BOB CROWLEY.

WRITE-

Total

BRILLION PUBLIC SCHOOLS SCHOOL BOARD MEM SCH -

(Vote for not more than) 2

(WITH 2 OF 2 PRECINCTS COUNTED)

RENEE MAEDER

MELODY J. GEHRT

KEVIN

WRITE-

(WITH 50 OF 50 PRECINCTS COUNTED)

39
GARY L. KRIESCHER. 4,640 30.71
JIM SCHMITT. 10,373 68.66
WRITE-IN. 94 .62
DENMARK
Total 15,107

723 45.56
ALDERPERSON DISTRICT 1 WARDS 1-3
856 53.94
(Vote for not more than) 1
IN. 8 .50

(WITH 1 OF 1 PRECINCTS COUNTED)

1,587
PAUL KEGEL 731 99.19
WRITE-IN. 6 .81
Total 737

DE PERE

ALDERPERSON DISTRICT 2 WARDS 4-7 & 15

2,041 33.05
(Vote for not more than) 1
2,054 33.26
(WITH 1 OF 1 PRECINCTS COUNTED)
2,062 33.39
DAN ROBINSON 457 51.29
19 .31
MIKE FLECK 431 48.37
6,176
WRITE-IN. 3 .34

Total 891 SUMMARY REPORT

WISCONSIN

OFFICIAL

2007 GENERAL ELECTION

APRIL 3, 2007

RUN DATE:04/05/07 04:03 PM

EL45 PAGE 008

BROWN COUNTY

REPORT-

VOTES PERCENT

VOTES PERCENT

GREEN BAY AREA PUBLIC SCHOOL DISTRICT SC SCH - GREEN BAY

PULASKI

(Vote for not more than) 3

Total

SCHOOL DISTRICT OF DENMARK SCHOOL BOARD SCH -

(Vote for not more than) 2

(WITH 6 OF 6 PRECINCTS COUNTED)

LEONA A. NELSEN

JOSEPH N. DUCKETT.

WRITE-

Total

UNIFIED SCHOOL DISTRICT OF DE PERE SCHOO SCH -

(Vote for not more than) 3

(WITH 8 OF 8 PRECINCTS COUNTED)

PAUL SUMMERSIDE

SANDY MENTZEL

WILLIAM VAN BEEK

WRITE-IN.

Total

PULASKI COMMUNITY SCHOOL DISTRICT SCHOOL SCH -

(Vote for not more than) 1

(WITH 61 OF 61 PRECINCTS COUNTED)

BRENDA WARREN	11,572	25.36
1,403 99.36		
LINDA MC KEAG	10,933	23.96
IN.	9	.64
ANDREW M. BECKER	12,280	26.91
1,412		
STEVEN TERRIEN.	10,742	23.54
WRITE-IN.	100	.22
Total	45,627	

REEDSVILLE

HOWARD-SUAMICO SCHOOL DISTRICT SCHOOL BO SCH -

151 96.79

HOWARD/SUAMICO

IN. 5 3.21

(Vote for not more than) 2

156

(WITH 6 OF 6 PRECINCTS COUNTED)

DAVE THODE	1,496	27.93
TERESA FORD.	2,046	38.20
WEST DE		
JIM GOETSCH.	1,802	33.64
WRITE-IN.	12	.22
Total	5,356	

1,411 55.62

1,114 43.91

HOWARD/SUAMICO SCHOOL DISTRICT SUAMICO S SCH -

12 .47

HOWARD/SUAMICO

2,537

(Vote for not more than) 1

(WITH 6 OF 6 PRECINCTS COUNTED)

CONNIE STAMPFL.	2,722	99.45
WRITE-IN.	15	.55
Total	2,737	

1,308 57.17

KAUKAUNA AREA SCHOOL DISTRICT SCHOOL BOA SCH - KAUKAUNA

972 42.48

(Vote for not more than) 3

IN. 8 .35

(WITH 5 OF 5 PRECINCTS COUNTED)

BARB MC KEEFRY.

WRITE-

Total

REEDSVILLE SCHOOL DISTRICT SCHOOL BOARD SCH -

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

KAREN NIENHAUS.

WRITE-

Total

SCHOOL DISTRICT OF WEST DE PERE SCHOOL B SCH -

PERE

(Vote for not more than) 2

(WITH 5 OF 5 PRECINCTS COUNTED)

BARBARA VAN DEURZEN

SUE HOFMANN.

WRITE-IN.

Total

WRIGHTSTOWN COMMUNITY SCHOOL DISTRICT SC SCH -

WRIGHTSTOWN

(Vote for not more than) 2

(WITH 6 OF 6 PRECINCTS COUNTED)

TOM GERRITS.

DON C. SCHROEDER

WRITE-

(WITH 1 OF 1 PRECINCTS COUNTED)

2,288

TODD P. ARNOLDUSSEN	112	34.36
JIM MEYERS	101	30.98
CHRISTINE BOURESSA	112	34.36
REEDSVILLE		
WRITE-IN.	1	.31
Total	326	

72 46.45

83 53.55

LUXEMBURG-CASCO SCHOOL DISTRICT SCHOOL B SCH -
155

LUXEMBURG/CASCO

(Vote for not more than) 2

(WITH 2 OF 2 PRECINCTS COUNTED)

WRIGHTSTOWN

RANDY T. HALLET	233	31.23
DAVID DELAIN	238	31.90
DALE R. JANDRAIN	275	36.86

759 44.54

WRITE-IN. 0

945 55.46

Total 746

1,704

PULASKI COMMUNITY SCHOOL DISTRICT ZONE 1 SCH - PULASKI

(Vote for not more than) 1

(WITH 5 OF 5 PRECINCTS COUNTED)

TRINA TOWNSEND.	1,430	99.58
WRITE-IN.	6	.42
Total	1,436	

Total

REEDSVILLE SCHOOL DISTRICT REFERENDUM SCH -

(Vote for not more than) 1

(WITH 1 OF 1 PRECINCTS COUNTED)

YES

NO.

Total

WRIGHTSTOWN COM. SCHOOL DISTRICT REF SCH -

(Vote for not more than) 1

(WITH 6 OF 6 PRECINCTS COUNTED)

YES

NO.

Total

FCC Form 301
WTRW(FM)
FAC ID No. 164253
July 2008

Exhibit 32 – Attachment 7



Get Google Maps on your phone



Text the word "GMAPS" to 466453



Glenmore Businesses

0 views - Unlisted

Created on Jun 25 - Updated 21 minutes ago

By [David](#)

[Rate this map](#) - [Write a comment](#)



[Glenmore Borders \(approx\)](#)

[B & B Construction Co](#)

3460 Creekview Rd
De Pere, WI 54115
(920) 336-5469

[more info »](#)

[Stencil Farms](#)

4819 Glenview Rd
Denmark, WI 54208
(920) 863-6500

[more info »](#)

[Glenmore Community Center](#)

5718 Dickinson Rd
De Pere, WI 54115
(920) 864-2424

[more info »](#)

[JB Custom Sawing Llc](#)

6894 County Road X
Denmark, WI 54208
(920) 336-2521

[more info »](#)

[Farmstead Bar](#)

5904 Dickinson Rd
De Pere, WI 54115
(920) 864-7608

[more info »](#)

[Baugnet Custom Homes](#)

6172 Highview Rd
Denmark, WI 54208
(920) 864-3331

[more info »](#)

[Rent-A-Tent](#)

4549 Shirley Rd
Denmark, WI 54208
(920) 863-6829

[more info »](#)

[Kane Maintenance](#)

4550 Shirley Rd
Denmark, WI 54208
(920) 863-6519

[more info »](#)

[Van Oss Electric](#)

6296 Highview Rd
Denmark, WI 54208

(920) 864-7663

[more info »](#)



[Becks Wrecker & Salvage Inc](#)

6350 Glenmore Rd
Denmark, WI 54208
(920) 864-7431

[more info »](#)



[Schroeder Roofing](#)

6353 Park View Rd
Denmark, WI 54208

920-864-7575



[Immanuel Lutheran School](#)

3737 Shirley Rd
De Pere, WI 54115
(920) 864-7787

[more info »](#)



[A & J Veal Supply Inc](#)

6237 Dickinson Rd
De Pere, WI 54115
(920) 864-3300

[more info »](#)



[Yesterday's Trees](#)

3674 School Rd
De Pere, WI 54115
(920) 655-4560

[more info »](#)



[Ashley Septic Service](#)

3609 School Rd
De Pere, WI 54115
(920) 864-7488

[more info »](#)



[UW Telecommunications](#)

3237 Shirley Rd
De Pere, WI 54115
(920) 864-2874

[more info »](#)



[Dobberpuhl Farms](#)

5806 County Road X
De Pere, WI 54115
(920) 864-2853

[more info »](#)



[Custom Plastering Inc](#)

5359 County Road X
De Pere, WI 54115
(920) 338-9070

[more info »](#)



[E & H Repair and Welding](#)

5381 County Road X
De Pere, WI 54115
(920) 983-9189

[more info »](#)



[Tower Pallet Company Inc](#)

5211 County Road X
De Pere, WI 54115
(920) 336-3495

[more info »](#)



[Shirley Feed Mill Inc](#)

3809 Shirley Rd
De Pere, WI 54115
(920) 864-7647

[more info »](#)



[Belgioioso Cheese Inc](#)

5810 County Road Nn
Denmark, WI 54208
(920) 863-2123

[more info »](#)



[Shirley Immanuel Luth Church Wels](#)

3741 Shirley Rd
De Pere, WI 54115
(920) 864-7652

[more info »](#)



[St Mary's Catholic Church](#)

5832 Big Apple Rd
De Pere, WI 54115
(920) 864-7641

[more info »](#)

FCC Form 301
WTRW(FM)
FAC ID No. 164253
July 2008

Exhibit 32 – Attachment 8



Sponsored by:



[\[Church\]](#) [\[Visit\]](#) [\[Calendar\]](#)



Site Administration

- [Login](#)
- [Register Now!](#)
- [Nominate for Site of the Month](#)
- [Online Help](#)

Search Web Sites

Sponsor Sites

- [Free Offers](#)
- [Thrivent Builds](#)
- [Thrivent Magazine](#)
- [Member Activity Highlights](#)
- [Lutheran Heritage](#)
- [Join Thrivent Financial](#)
- [Locate your Financial Representative](#)
- [Thrivent Financial Calendars](#)

SHIRLEY: COMMUNITY, CHURCH, AND SCHOOL

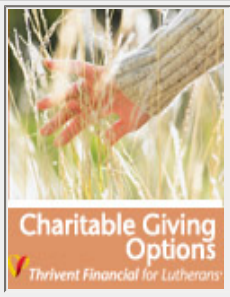
By Rev. Wallace E. Gaulke, 2005.

The community of Shirley is just a crossroad 10 miles southeast of Lambeau Field, home of the Green Bay Packers. Shirley resembles a "grain elevator town" like the ones scattered across the Great Plains. But like fabled *Lake Woebegone*, this rural community has stories of its own.

This is high tech dairy country. On these fertile highlands above Northeastern Wisconsin, tall silos guard herds of genetically engineered cattle whose precious calves are shipped around the world. All around the planet Earth there are cattle that "moo" with a Shirley accent! Here enormous bins bulge with nutritious feed for the cattle. It is mixed to perfection at one of the first fully-computerized feed mills in the world. Near Shirley there are dairy farms of all sizes, from family farms handed down from generation to generation, to enormous cattle-producing industries. Farming is in charge here. It dominates our lifestyles here.

This is a comfortable place to live. School buses with flashing strobes take our children to excellent public schools at Denmark, De Pere and Wrightstown; and to excellent private schools at Shirley, Denmark, De Pere, Greenleaf, Morrison and Wayside. There are many great colleges and universities nearby. And the excellent amenities of Green Bay -- shopping, factories, jobs, hospitals, schools, recreation, transportation, etc. -- are only a few minutes away.

Fun rules here! Bicyclists love the impressive scenery and challenging hills. Joggers bound for miles down the macadam roads. Line-dancing clubs whoop it up at local establishments. The guys of the local softball teams play on our lighted fields in summer. Some residents with private airplanes land at their own airfields on this flat land. World class golf courses are nearby for your exercise and enjoyment. Winters here offer a happy mixture of snowmobile touring, ice fishing, hunting, skiing, and much more.



A mere half-hour or less away lie the attractions of Door County, Northern Wisconsin, Lake Michigan, Lake Winnebago, and the Fox Cities. Milwaukee is a mere 90 minutes, and Chicago is only three hours by interstate.

Shirley appeals to the sporting life. The Green Bay Packers play just to our north, and the Milwaukee Brewers play just to our south. The Wisconsin Timber Rattlers play baseball at Appleton. And every school has its own athletic teams to cheer for. Hikers, bikers and joggers love the nearby Fox River Recreational Trail. Year-round water sports are handy on nearby rivers, bays, and lakes. Fishermen can stalk Walleyes, Pike, Perch, Salmon, Trout, Northerns and many others. In the fall nothing compares to our nearby duck and goose hunting areas. In winter ice fishermen take to the well-stocked lakes nearby, and in late winter they hunt for the monster Sturgeons of Lake Winnebago. Outdoorsmen find these woods filled with small and large game, from rabbits and foxes to the famous Wisconsin White-tailed Deer.

Because breezes almost always blow here, two giant electric wind turbines slowly twirl *Teletubbie* style on the hill just west on Shirley Road.. Near them four 1000 ft. tall towers pierce the sky, broadcasting to all Northeastern Wisconsin.

The land around Shirley displays many impressive homes gracing the wooded ravines carved into the flat land. At the western end of Shirley Road the high escarpment overlooks the ancient Fox River valley. Lovely mansions overlook that ancient waterway like ancient castles guarding the river valleys in Europe.

These things and more are part of this community. We hope you enjoyed this little visit. But you really should come here and experience this amazing place for yourself.



THE SHIRLEY LUTHERAN CHURCH

In the late 1800's some German Lutherans living near the village of Morrison in Brown County, Wisconsin, migrated north into the Township of Glenmore. By and by a new feeling of community there led them to desire to have their own church.

March 2nd, 1901. An exploratory meeting about a new church here was held in the Shirley schoolhouse, then located across from the general store.

November 2nd, 1901. The Immanuel Evangelical Lutheran Church of Shirley, Wisconsin,

incorporation papers were signed in that schoolhouse by the five charter members--

Fred Brandenburg,
William Falck,
John Hallfrish,
Heinrich Renniecke,
and Charles Seefeldt.

The new congregation held their first worship services in that schoolhouse.

The next year, 1902, the members built a large, frame church with a very tall steeple. That house of worship served the congregation well for the next 60 years.

The new congregation planned to be served by pastors from neighboring churches. The following pastors served us here from 1901 to 1914--

Pastor Kaiser	Zion Ev. Lutheran Church, Morrison, WI.
Pastor Kionka.	St. John's Ev. Lutheran Church, Maribel, WI.
Pastor Henkel	Zion Ev. Lutheran Church, Morrison, WI.
Pastor Shierenbeck	St. Paul's Ev. Lutheran Church, Greenleaf, WI.

In 1914 this congregation constructed a parsonage so that they could have their our own resident pastor. These were our first resident pastors--

1914.	Pastor Reier
1917.	Pastor Koelpin
1923.	Pastor Hoenecke
1928.	Pastor Heidtke
1931.	Pastor Voight

During the pastorate of Rev. Voight, St. Paul's Ev. Lutheran Church of Pine Grove joined with us as a dual parish.

In January, 1940, a fire broke out in the church during a worship service. The members fought the fire. Then they went home, assuming it was out. But they had to be called back the next day to battle the fire again.

The landmark church building was saved, but the newly redecorated interior was damaged. While repairing the church, a basement was made under the back of the church, and a modern forced air furnace was installed. The remodeled building was dedicated in May, 1941--

1941.	Pastor Thurow
1953.	Pastor Maas
1960.	Pastor Geiger

The original house of worship was used until 1966, when the congregation decided to build

a new church and school combination. It is our present house of worship and Christian school.

In 1969 St. Paul's Ev. Lutheran Church of Pine Grove closed, so some of its members joined this congregation. Also that year St. Paul's Ev. Lutheran Church of Greenleaf asked to have our pastor go to serve them during a vacancy there.

In 1974 an agreement was signed making a dual parish of Immanuel, Shirley, and St. Paul's, Greenleaf.

1977- 2005.	Pastor Gaulke
----------------	---------------

By 1988 the enrollment at the Shirley Lutheran school had grown so large that we called another teacher. We began using both the upstairs and the downstairs classrooms. We obtained several computers for student use. Our students are now using the internet for research. In 1997 we added a Kindergarten. Since 1997 Pastor Gaulke has provided web sites for our church and school.

By 1997 the congregation decided to have a modern parsonage. Inspectors examined the old building and reported that it was sturdy and could stand another remodeling. The congregation voted to modernize it. They added vinyl siding, insulation, and thermal windows. They built a new two car garage with a laundry room. The old bathroom was remodeled. The old kitchen received new oak cupboards. New carpeting was laid throughout the first floor.

In 2001 we planned a celebration of our Centennial. A member directory was produced. Members stitched two quilted wall hangings of historical scene squares of cloth decorated by our families, which are still hanging on the back wall of the church. The Centennial service was Sunday, November 11th. Rev. Douglas Englebrecht, President of the Northern Wisconsin District, was guest preacher. A lunch was served at the Morrison Evergreens Hall where items of historical interest were displayed.

Because of the frequent overcrowding at Sunday services, a mid-week service was added into the weekly schedule. Soon members began to talk of updating the school to meet current standards. Soon another topic was whether to update and enlarge the church as well. The demographics of the area predicted that many families would soon move in between De Pere and Shirley. It was clear that something must be done soon. A Building Committee was formed. They gathered ideas from members and from companies. A tentative blueprint was published. The congregation voted to continue exploration. The Building Committee continues to meet. The church's Finance Committee has opened up a "New Construction Fund" for all contributions toward the building project. Many new homes are being built near our congregation as developers use the outskirts of Ledgeview and De Pere next to our doorstep.

Interest grew in supplying our Lutheran WELS services to these new families. We tried several times to establish a preaching station in the Ledgeview or De Pere area, but the cost was prohibitive.

Principal Barthel and Teacher Bleick worked through the summer of 2005 canvassing new homes in the Ledgeview area. They visited and handed out brochures. The congregation also agreed to set up many more road signs directing travelers here. The result was that

there have been several inquiries about our congregation, and a few new members.

Pastor Gaulke, having served 40 years in the WELS, 28 of them at Immanuel, announced his retirement on June 30, 2005. However he was immediately re-called as our vacancy Pastor.

The congregations joined to honor him with a service featuring Northern Wisconsin District President Douglas Engelbrecht as preacher. After the service a well attended banquet was held at Legends in De Pere.

The congregation tried to attract new neighbors with an Open House. The visitor-oriented service featured Fox Valley Lutheran High School teacher Rev. Ron Gorske. All afternoon a delicious lunch was served and there were many extra activities. The day was extremely hot.

Remodeling continued. New upstairs carpeting replaced the threadbare shag. A hallway was constructed to have some privacy in the bedrooms. The dining room ceiling was replaced. All interior rooms were repainted. Several minor repairs were made.

2005. Pastor Eggert

Rev. Jan C. Eggert, serving Mt. Olive Lutheran Church in Tulsa, Oklahoma, accepted our call on August 6th. Pastor Eggert was installed here in the afternoon of September 11th, with Circuit Pastor Randy Ott conducting the service. A reception was held afterwards at the Glenmore Community Center.



THE SHIRLEY LUTHERAN SCHOOL

Welcome to a small, rural, Lutheran school in northeastern Wisconsin.. Shirley is a small, unincorporated community about ten miles south of Green Bay.

In the 1800's the Shirley District Public School was located just across the road from the Shirley General Store.

Meanwhile, members of the newly-formed Immanuel Evangelical Lutheran Church of Shirley, founded in 1901, wanted to provide a Christian education for their children. A visiting pastor provided weekly classes for their children. And whenever the congregation

was able to hire a temporary teacher, they would provide an additional two months of summer school. But this arrangement did not appeal to most of the members, so they began planning to become self-supporting.

In those days some Lutheran pastors taught school in addition to doing their other duties. So members of the Shirley Church figured that such a resident pastor would solve their church and school needs. But the problem was they did not have a resident pastor, a parsonage, or a school building.

In 1914 they built a beautiful parsonage, and they called for a resident pastor. Rev. F. A. Reier accepted and became their first resident pastor, having both church and school duties. But there still was no a school building.

In 1915 the Shirley Public School District wished to construct a more modern school building. So they offered the old building for sale. The Shirley congregation purchased it, and moved it only about 1/4 mile west up Shirley Road to locate it on a newly prepared site just behind the church.

In 1916 the "Immanuel Lutheran School of Shirley" opened its doors with an initial enrollment of 17 pupils.

By 1917 the enrollment increased to 28 pupils. Under Pastor Arnold Koelpin the school flourished so much that a lady teacher had to be called to assist teaching the lower grades.

The pastor was also the teacher here until 1933 when Miss Reuschel was called to be the teacher during a pastoral vacancy.

As the devastating effects of the Great Depression were felt more and more, some members grew less able to support the school financially. So in 1939 they closed the school.

After the end of World War 2, a new spirit of optimism prompted re-opening the school. The idea grew until in 1950 the voters decided to re-open their school. The old school house behind the church was repainted and refurbished.

Howard Woldt was called to be the principal of the newly-reborn school. In September, 1950, the school reopened with 22 pupils. By the next year the enrollment had grown to 28 pupils.

In 1953 Allen Treichel became principal. In 1955 church members constructed a teacherage.

In 1957 Wayne Zuleger became principal.

In 1961 under William Radue the old schoolhouse was overflowing with 47 pupils. The building was allowed to remain overcrowded for several years.

By 1964, in an effort to relieve overcrowding, some members thought our Shirley-Immanuel school should join with the Morrison-Zion Lutheran School. But the voters decided instead to call extra temporary teachers. Some temporary teachers during this emergency were Mrs. J. Glaze, Mrs. Elaine Kittell, and Miss Ruth Peikert.

In 1965 the congregation constructed a new building large enough to include both a church and school. James Martens was the new principal. The first classes were held inside the new building on February 22, 1966.

The old school building was sold after serving here for about 50 years, and again moved back down Shirley Road. In the village of Shirley it was used as a workshop and garage. It was dismantled after serving for about a century.

In 1970 the Wis. Synod sent Grant Barthel to be our new principal. His wife, Janet, helped as a teaching assistant.

By 1988 the large enrollment needed another teacher. This idea was tested by using the Pastor's wife, Mrs. Joann Gaulke, to help with morning classes, and Mrs. Elaine Kittell to help with afternoon classes.

Teachers who have served here since include Mrs. Susan Ashley, Mrs. Johanna Mears, and Mrs. Avis Bleick.

Our Lutheran school has always sought to use modern equipment. Now we have many computers in our classrooms. We teach the pupils how to use computers in their studies. In 1997 we entered the internet. Our children are taught how to use the internet for research. Also in 1997, Kindergarten was officially added to our school.

May God continue to bless this Christian school in Shirley, Wisconsin.

[Copyright Policy](#) | [Privacy Policy](#) | [RSS Feeds](#) | [Site Directory](#) | [Site Map](#)



Technical Support:

Need help? Try [Online Help](#) for answers to common questions.

Still need help? Contact Lutherans Online technical support three ways:

- Call us toll-free at **1-866-201-1522**.
- [E-mail us at LOhelp@thrivent.com](mailto:LOhelp@thrivent.com).
- [Post your question](#) on the Webmaster Message Board.

[Customer Service Hours](#)

Sitewide Activities:

[Blog](#) | [Chat and Message Boards](#) | [Create a Web Site](#) | [Classified Ads](#)
[E-Greeting Cards](#) | [Fun & Games](#) | [Genealogy](#) | [Recipes](#) | [Singles Seeking](#)
[The Store](#)

Site Categories:

[Camps](#) | [Chapters/RFO](#) | [Churches](#) | [Education](#) | [Ministries](#) | [Personal Publications](#) | [Social Services](#) | [States](#) | [Top of Page](#)

Appleton Office:

4321 N. Ballard Road
Appleton, WI 54919-0001
USA
800-THRIVENT
(800-847-4836)



Minneapolis Office:

625 Fourth Avenue S.
Minneapolis, MN 55414-
1665 USA
800-THRIVENT
(800-847-4836)

E-mail: mail@thrivent.com

Thrivent Financial for Lutherans, Appleton, WI 54919-0001, is authorized to conduct business in all 50 states and the District of Columbia. NAIC # 2938-56014. Products issued by Thrivent Financial for Lutherans are available to applicants who meet membership, insurability, U.S. citizenship and residency requirements. Not all products described are available in all states. Thrivent Financial representatives are licensed insurance agents. Insurance and retirement products, where available, are individual contracts, (not group coverage), and issued by Thrivent Financial for Lutherans. Investment products are offered through Thrivent Investment Management Inc., 625 Fourth Ave. S., Minneapolis, MN 55415-1665, a wholly owned subsidiary of Thrivent Financial for Lutherans. Member [FINRA](#). Member [SIPC](#). Thrivent Financial representatives are registered representatives of Thrivent Investment Management Inc.


[Vocations/
Leadership](#)
[Spirituality](#)
[Relationships](#)
[Education](#)
[Gifts/Charities](#)
[Our Diocese](#)
[Go to Search](#)

HOME

Click on Logo
to Return Home

[Seminarian Collection](#)
[Leadership Convocation](#)
[Mission, Values, Vision](#)
[Faith Alive](#)
[Parish Plans](#)
[2008 Bishop's Appeal](#)
[Stewardship](#)

☐ Parishes

[Schools](#)
[Maps](#)
[Masses](#)
[Cemeteries](#)

☐ Resources

[Archives](#)
[Mass Schedules](#)
[Logos](#)
[Bulletin](#)
[Announcements](#)
[Employment](#)
[Finance Info](#)
[Multimedia](#)
[Bulkmail](#)
[Chancery Bulletin](#)
[Archive](#)
[Other Chancery Forms](#)
[Safe Environment](#)
[Administrators](#)
[Weddings and](#)
[Obituaries](#)
[Agency Services](#)
[Pastoral Handbook](#)
[List Manager](#)
[Search](#)
[Search the](#)
[AV Center Catalog](#)
[Virtus Workshop](#)
[Dates](#)

Glenmore Parishes



Immaculate Conception of Mary Parish (St. Mary)

Mailing Address:

5840 Big Apple Road
De Pere, WI 54115-
9766

Phone: (920) 864-7641



Mass Schedule:

Year Round:

Sat 7:30 P.M.
Sun 8:30 A.M.
Sun 10:00 A.M.

Holy Days:

Church Location:

5840 Big Apple Road, Glenmore, Weekend Masses: Sat. 7:30 pm
(Glenmore); Sun. 8:30 am (Stark); Sun. 10:00 am (Glenmore)

[Return to Brown County Map](#)